



Tenders called for Visual Arts Building

The call for tenders for the construction of the new Visual Arts Building opens today (Jan. 27) and runs to March 5 at 2 p.m. UVic President David Strong announced at the Jan. 8 meeting of Senate that he had received notice of formal approval from the provincial government to call for the tenders. The new building (above) has been designed by Chow & Fleischauer Architects. To be located to the west of the Phoenix Theatre and the new Fine Arts Building, it will house the entire Department of Visual Arts. Studios for drawing, painting, printmaking sculpture, photography and lithography as well as metal and wood workshops will be on the ground level. Faculty offices on the second level will be grouped around a two-storey space overlooking the pedestrian concourse below. With the recent completion of the Fine Arts Building and the construction of the Visual Arts Building, the entire Faculty of Fine Arts will be located in the southwest corner of campus.

Minors in Canadian arts and in film studies approved

Program in Canadian Arts will be the first to be offered in Canada

By DONNA DANYLCHUK

Interdisciplinary minor programs in Canadian Arts and in Film Studies, in the Faculties of Arts and Science and of Fine Arts, will be offered at UVic beginning in the fall of 1992. The programs were approved by the UVic Senate and by the Board of Governors at their January meetings.

Dean of Fine Arts Anthony Welch and Dean of Humanities Edward Berry, at the Jan. 8 meeting of Senate, spoke strongly in favour of approving the programs in time for inclusion in the University's 1992-93 academic Calendar. After extended and heated debate, senators voted unanimously to approve the programs in principle, subject to the final approval of the Senate Committee on Planning.

The planning committee met with Deans Berry and Welch on Jan. 15 and then approved and recommended to the BoG that it approve the establishment of the programs, subject to funding. At its Jan. 20 meeting the BoG approved establishment of the programs.

The interdisciplinary program in Canadian Arts, the first program of its kind in Canada, will allow UVic to develop a strong Canadian Studies option which concentrates specifically on the arts.

"The number of well-qualified faculty members at UVic who are working in the field of Canadian Arts is striking. Present course offerings are already sufficient for a

strong Canadian arts minor. The range of offerings will become even broader with the anticipated appointments this coming academic year of full-time specialists in Modern and Canadian Theatre History and in Canadian History in Arts," state Dr. Joan Backus (Music), Dr. Mary Ellen Ross (French Language and Literature), Dr. Smaro Kamboureli (English) and Dr. Victoria Wyatt (History in Art) in their proposal to Deans Berry and Welch which was presented to Senate and the BoG.

"In addition," states the proposal, "the Department of Creative Writing has expressed interest in developing a new course that will relate to the Program. By providing a specific focus for these strengths, the Program will serve to concentrate and direct the growing interest in this field."

The proposal says the large number of courses already offered in this area make it possible to plan "an excellent cost-effective program using the existing course offerings."

The proposal for an interdisciplinary minor program in film studies, presented by Deans Berry and Welch, says the program is aimed at the historical, cultural and critical study of film and would have as its central resource the Film Centre in the McPherson Library.

"A number of departments in the Division of Humanities and the Faculty of

Fine Arts (English, French, Germanic Studies, Slavonic Studies, Creative Writing, History in Arts, and Theatre) currently offer courses in various aspects of film history and criticism," they state.

"There is no doubt that film is among the most important forms of cultural expression in the 20th century, as the strong faculty and student interest in this art form indicates, but it is not as well served now at the University of Victoria as it might be: the courses in different departments offer the strengths coming from diversity and from the commitment of faculty from different disciplines but also the weakness of not having an overall focus and direction.

"The intent in this proposal is to respond positively to this situation and to establish a cost-effective and academically sound program that will make better use of existing resources."

At the Jan. 8 Senate meeting there was extended debate as to whether Senate should approve the two programs without approval first being recommended by the Senate Committee on Planning.

The planning committee report to Senate said the committee "is concerned that the sponsors of these proposals have not identified the number of students expected in each program or the implications of the introduction of either program

for the courses mentioned in each program."

"This is quite a different beast," Dr. Samuel Scully, Vice-President Academic and Provost and chair of the Senate Committee on Planning, told Senate. "It is a novel report to this body. I cannot recall the committee reporting it had no significant academic concerns, yet declining to recommend a program." Scully noted that the planning committee had not held its November meeting for want of a quorum so had postponed consideration of the proposal until its December meeting.

Welch stated that the programs had been in preparation "for some time through committee work, departmental consultation and work of the deans. Both [programs]

Canadian arts...continued on page 2

INSIDE

This edition of *The Ring* includes the University of Victoria Five-Year Plan, a four-page supplement containing an abridged version of the Five-Year Plan submitted by President Strong to the Ministry of Advanced Education, Training and Technology last November.

Senate News

BY DONNA DANYLCHUK

Full-time student status under review

The definition of full-time students is being considered by the Senate Committee on Agenda and Procedures.

University Secretary Sheila Sheldon Collyer told Senate that a report on the definition of full-time students at UVic and elsewhere had been prepared for the committee. The committee had decided it requires more time to reflect on the matter and a report will be forthcoming, said Sheldon Collyer.

The information was presented to Senate in reply to Doug Moore, student senator from Arts & Science, who asked why the item concerning full-time students was not on the agenda in business arising. Moore is one of three student senators who signed a letter regarding student representation on Senate which was attached to the minutes. The letter expressed concern that former student senator Claire Heffernan was removed from Senate for not meeting Senate requirements for a full-time student. The letter requested an "immediate and comprehensive review" of the eligibility requirements for student senators.

Sedgemore's election raises Co-op question

Maggie Sedgemore of the School of Nursing was elected by acclamation by Senate to fill the student seat from the Faculty of Human and Social Development, left by the resignation of Christina Nyers.

Nyers explained in her letter of resignation that she would be away on a Co-op work term in January. Sedgemore was nominated from the floor after Senate discussed the vacancy and then voted to ask members present at the meeting for nominations. Following her election Sedgemore was invited to take her seat on Senate.

George Pringle noted that the student elected to Senate from the Engineering Faculty was on a Co-op term and therefore not attending Senate, and asked about the possibility of replacing him. Reg Mitchell reminded senators that he had "specifically asked" what would happen when a student is on a Co-op work term. He said "they have chosen to go out of town. They have not resigned and no vacancy should be declared."

"It's a fact of life," that students go on Co-op work terms, said Dean Eric Manning (Engineering), noting his preference for seeing students represented on Senate.

Senate agreed to the suggestion from Chair of Senate Dr. David Strong that the matter be referred to the Senate Committee on Agendas and Procedures.

Senator asks for report on report

The factual presentation of *The 1990/91 Grades and Degrees Report* was assigned to the Office of Institutional Analysis for the first time this year, reported Dr. Reg Mitchell (Chemistry), Chair of the Senate Committee on Academic Standards. Mitchell said his committee would be considering the report "very shortly" and would comment on the report at the next Senate meeting.

Dr. Paul West (Director of Environmental Studies) asked for a different kind of report on the attractive report from Institutional Analysis which contains 28 charts—18 of them in colour—presenting the overall grading situation at UVic.

"I would like to know what the cost of the report is and whether it merited the production values. The report prepared in the past was "adequate," said West. A report answering this question would be forthcoming at the next meeting, said the Chair of Senate.

Canadian Arts and Film Studies minors approved...continued from page 1

have received the unanimous approval of the departments and of the curriculum committee of the Faculty of Fine Arts."

Welch said that a modest number of students would be registered—about 15-20 in Arts in Canada and 30-35 in Film Studies. These would be "innovative programs of great service to students," he said.

He moved, and Berry seconded, that Senate approve and recommend to the BoG that the programs be approved in principle.

Berry said "These [programs] are exactly the sort of thing we should be offering. It is a valid question [enrolment]

but I believe Dean Welch has answered it. My departments are very committed to these programs and anxious to get them underway.

"There is an enrolment crisis in Arts and Humanities. We cannot ensure that all students will get their first choices. But, enrolment should be dealt with through general enrolment restrictions," said Berry. He referred to what he termed "a crisis mentality" which could lead to the belief that "we must not do anything new until everything is fixed right. I don't agree. This leads to stagnation."

All senators who spoke expressed approval of the programs in principle. Those who spoke against approving the programs were against giving approval prior to the approval of the Senate Committee on Planning.

Berry and Welch withdrew their first motion and moved that the programs be approved in principle for implementation in the coming academic year, subject to final approval of the Senate Committee on Planning, and that the curriculum proposals on these programs be approved.

Quote

*"Just now I've taen the fit o' rhyme,
My barmie noddle's working prime."*

— Robert Burns (1759-1796)
Epistle to James Smith

Military might offers no protection from new threats — Ivan Head

BY PATTY PITTS

Increased military spending no longer offers countries protection from the most serious threats to their survival—skyrocketing global population growth, environmental destruction and increased poverty.

"These are the new enemies of peace and prosperity," Professor Ivan Head told the capacity audience who attended his President's Distinguished Lecture in Begbie 159 Jan. 17. "Military might hasn't held the Soviet Union together, it hasn't eliminated the debt of the United States, and it can't cure poverty."

In his lecture "Is It Really a Global Village?" Head, a former president of the International Development Research Centre (IDRC) and a professor of law and political science at UBC, discounted the conventional vision that has boundaries define and protect countries from the ailments of other regions of the world.

"Events anywhere on earth have an effect of some sort everywhere else and generally much more radically than we still think," he said. Head referred to Freud's belief that we tend to regard people and communities that we fear with hostility, while treating those that we consider inferior with indifference and added, "If Freud's analysis of the human psyche is correct, and there are not many who will deny it, our salvation as a species will depend on our acceptance of an expanded definition of community or neighbourhood."

The threats to that salvation include out of control global population growth. Head pointed out that 1.5 billion children will be born during this decade—the equivalent of the population of the world 100 years ago. One hundred million of those children will survive each year.

"In fact," calculated Head to illustrate his point, "from the time I entered this auditorium until the time I leave, 18,000 children will have been added to the world's population."

Growing and developing populations will naturally seek a higher standard of living, Head suggested, increasing world-wide energy consumption. He emphasized the importance of northern governments sharing technological breakthroughs with southern developing countries now to avoid "catastrophic" effects on the environment in the near future. He criticized policies that require developing countries to balance their budgets while encouraging them to continue buying arms and military hardware from their wealthier benefactors.

"At a period in history where the health, the welfare and the security of even the most privileged individuals of society are at risk because of trans national as well as domestic phenomena," Head added, "one must question more than the value system of my generation. One must question, as well, its sanctity."

He suggested that universities have a role to play making students more aware of relations between north and south countries instead of continuing the traditional emphasis on east/west relations.

"The challenge before us, without question, is breathtaking," conceded Head, "but the potential for accomplishment is immense and the excitement that comes from participation surely is infectious."

In thanking Head for his presentation Dr. Samuel Scully, Vice-President Academic and Provost, acknowledged the "enviable familiarity" Head has of the human condition throughout the world. Scully then praised him for his "fresh engagement of such important moral

Humanities Centre approved

BY ROBIE LISCOMB

At its regular meeting on Jan. 20, the Board of Governors, acting on the recommendation of the Senate, approved the UVic Humanities Centre, giving it formal status as an approved interdisciplinary centre. The Centre has been operating as an informal entity within the Humanities Division, with Dr. David Wootton (History), Lansdowne Professor in the Humanities, as its director.

The Humanities Centre will help advance knowledge in the humanities by providing a forum where scholars from all branches of the humanities can work co-operatively, especially on projects that transcend the boundaries of established disciplines and institutions. The Centre and its activities will be reviewed at the end of its first three years of operation.

"I am delighted to see the Humanities Centre become a reality," says Dr. Edward Berry, Dean of Humanities. "It represents the hard work and commitment of a great number of faculty in the humanities. The Centre will make a major contribution to the University not only by encouraging innovative research but also by fostering dialogue and debate on humanities issues."

Many of the most important questions in the humanities—questions concerning language, culture, and moral values—are fundamentally interdisciplinary in nature. "All the disciplines in the humanities share common methods and outlooks," explains Wootton. "They all deal with texts and traditions and our outlooks on the past. The Centre will encourage scholars to learn from the methods used in other disciplines and to be provoked by different approaches used by their colleagues."

The activities of the Centre are intended to supplement teaching and research within traditional departments and to encourage work that departs from established as-

sumptions and requires assistance unavailable within existing institutional frameworks.

An important part of the Centre's mandate is to co-ordinate and help fund short-term co-operative research projects. It will also organize public lectures and other events of general interest and will sponsor regular conferences and colloquia, bringing together local, national, and international scholars.

The Director of the Humanities Centre will be assisted by a planning committee, which presently consists of Wootton as chair, Dean of Humanities Dr. Ed Berry, Dr. Richard King (Pacific and Asian Studies), Dr. James Young (Philosophy), Dr. Ian MacPherson (History), Dr. Christine St Peter (Women's Studies), Dr. Thomas Cleary (English), and Dr. John Greene (French Language and Literature).

Funding for the Humanities Centre is expected to come mainly from the UVic Capital Campaign and annual fund raising and from grants from the Social Sciences and Humanities Research Council of Canada (SSHRC). The Humanities Division and the University, through the Vice-President Academic, have committed to provide additional support for the first three years of the Centre's operation.

Over the past three years, Wootton has conducted faculty seminars on the topics of fakes and forgeries, censorship, the work of Michel Foucault, and this year on the concept of the self in the humanities. This latter topic was also the theme of the first Humanities Centre conference, held Jan. 16-17, which drew standing-room-only crowds to the Senate Chambers to hear presentations by leading North American scholars representing a very wide range of approaches to the theme.

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Foster's book promotes preventive medicine

BY STEPHEN STAMP

Clearly, geographers can make a major contribution to reducing suffering and increasing longevity if they are able to establish causal links between specific diseases and the environment.

—from *Health, Disease & The Environment*

Dr. Harold D. Foster, Uvic Department of Geography

Dr. Harold Foster's recently published book, *Health, Disease & The Environment*, contains his original research into sudden infant death syndrome (SIDS) and 10 chronic diseases of the Western world: heart disease, stroke, cancer of the esophagus and breast, diabetes mellitus, dementia, multiple sclerosis, Parkinson's disease, schizophrenia, and amyotrophic

chloride and too little of essential fatty acids, vitamins and minerals. Foster documents studies indicating connections between these excesses and deficiencies and disease.

Those connections are supported by the occasions when war has forced Westernized societies to revert to more traditional diets dominated by fruits and vegetables. This change in diet has been accompanied

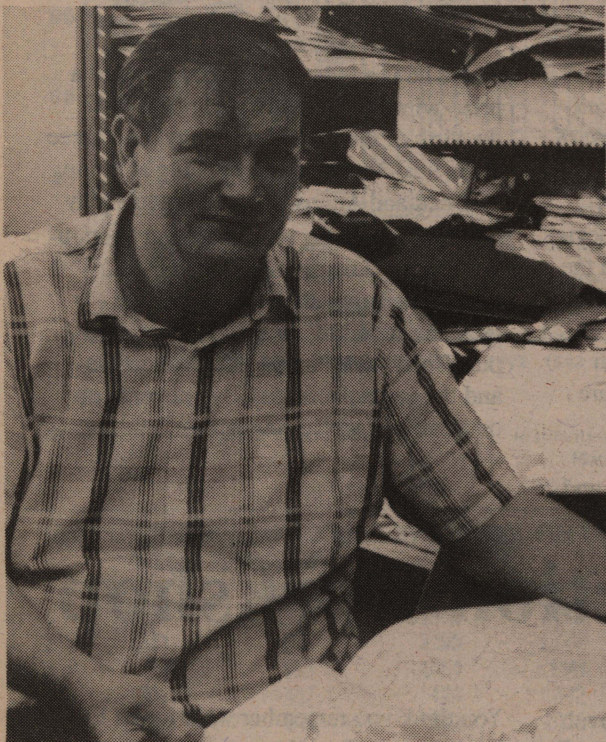
by a decline in the frequency and severity of many chronic diseases. Furthermore, according to *Health, Disease & The Environment*, such disorders are often rarer in vegetarians and religious sects with dietary taboos, even though they live in Western societies.

A chart in Chapter 1 of *Health, Disease & The Environment* shows disease as a function of human biology, environment, lifestyle and the nature of available health care. Foster has found that most attempts at improving health in Western society focus on improving the health care system. In light of his research, Foster believes that it would be more effective and less expensive to improve environment and lifestyle.

While responsibility for lifestyle factors such as diet tend to fall to the individual, *Health, Disease & The Environment* cites several examples of successful attempts to reduce the prevalence of disease by deliberately altering the chemical composition of a milieu. For instance, researchers in China found evidence to suggest that selenium deficiency was likely to increase the prevalence of Keshan disease and Kaschin-Beck disease, which were common in certain regions of the country. A series of programs to make selenium more abundant in the soil and water of the affected regions greatly reduced the prevalence of both diseases.

Based on his research, Foster suggests that adding selenium, calcium, and magnesium to fertilizers, common foods or the water supply may reduce cardiovascular mortality and the incidence of cancers of the digestive system, Alzheimer's disease, cerebrovascular dementia, diabetes mellitus, Guamanian ALS, and schizophrenia. The book also suggests that SIDS, multiple sclerosis, classical ALS, and Parkinson's disease are more common where soils and drinking water are iodine deficient, a problem that Foster says could easily be remedied.

Foster concludes *Health, Disease & The Environment* by comparing health care to disaster planning, which has recently shifted from optimizing methods of dealing with the damage and injuries caused by disasters to mitigating such damages through preparation. Similarly, the book states, the focus of health care should shift from treating victims of disease to "promoting healthy diets and lifestyles and deliberately modifying the environment to increase its potential for longevity. Much of the required knowledge already exists. What is yet lacking is the will to alter our health delivery systems to stimulate lifestyle and environmental change, on a scale that will have a major impact on both the quality and quantity of life."



Foster

lateral sclerosis (ALS). Foster says that he is promoting preventive medicine in the 516-page volume, published by Belhaven Press of London, England and CRC Press of Boca Raton, Florida.

"I hope that some day we'll know enough about these diseases to prevent them by making deliberate changes to the environment," he says. "There are probably some diseases that you could prevent for a few cents that would cost hundreds of thousands of dollars to cure, if you could actually cure them." For example, Foster says that drinking milk from iodine-deficient cows may be a primary cause of multiple sclerosis. If so, the problem might be overcome by adding iodine to the cows' fodder. Preventive measures taken by regions in China have achieved significant success in reducing specific diseases by adding trace minerals to drinking water and soils. Closer to home, goitre and cretinism have been significantly reduced in the Developed World since the widespread adoption of iodized salt.

In order for preventive approaches to be used, however, *Health, Disease & The Environment* states that Western society "has to be willing to make decisions and take action on less than totally convincing evidence," since it is impossible to establish unquestionable causal links between environmental conditions and specific diseases.

The book provides substantial evidence indicating that such causal relationships may exist. For each of the diseases, Foster has calculated correlations between either mortality or incidence data and over 200 geographic variables. He then explores in detail, against the available medical literature, the possibility that strong negative or positive correlations may represent causal links.

Foster's research suggests that diet is a major factor in many chronic diseases of the Developed World. The typical Western diet appears to contain too much animal protein, saturated fat, sugar, and sodium

Fine Arts to take annual festival to Market Square

UVic's Fine Arts Faculty is taking its tenth annual Fine Arts Festival downtown beginning on Feb. 26. Instead of the traditional one-day event on campus, it will relocate to two venues in Market Square, and it will last three weeks, reports Associate Dean of Fine Arts Alan Hughes (Theatre), co-ordinator of UVic Fine Arts Downtown.

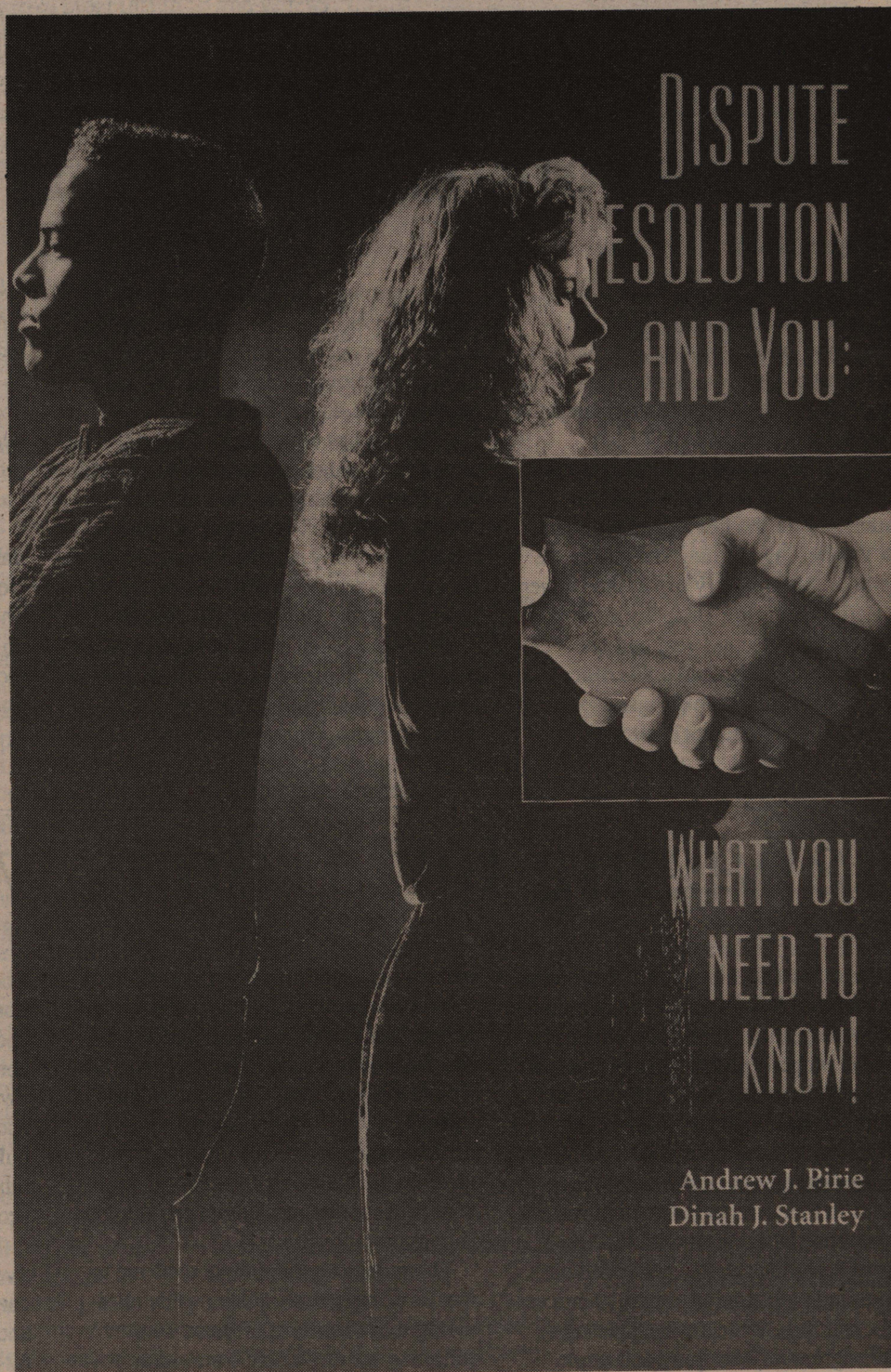
"The Festival is largely sponsored by the business community, who appreciate the University coming down from the Ivory Tower to bring the Fine Arts to them," Hughes says.

Hughes first thought about taking the festival downtown when he attended a conference titled UVic and the Community: Shaping our Economic Future, held in October 1990 at the Laurel Point Inn. The conference was organized by UVic Co-operative Education and attended by Co-op sponsors in business, government and industry.

Attending as a representative for UVic Fine Arts Co-op programs, Hughes heard Victoria business people complain that UVic was not reaching out sufficiently to the downtown community. The message was the catalyst which caused him to think about changing the venue of the Fine Arts Festival. A member of the board of the Victoria Fringe Festival, he is familiar with the work required to bring a downtown festival to life. He is "providing the marketing push" while working with a team of Fine Arts students to plan the events.

"I started planning and it kind of grew," he comments. "I realized we would need sponsorship. I'm getting lots and lots of response out there." He first approached Silk Questo of The Malahat Group which became the festival's initial sponsor. Other sponsors to date are *Monday Magazine*, Market Square, The Bay, and Swan's. Griffin Books, Thrifty Foods and Chevron Canada will each act as a sponsor for one of the three weeks of the event.

The festival program will include lunchtime sandwich shows at Theatre Inconnu, weekend afternoon shows at Theatre Inconnu, art exhibitions at Rogue Gallery and Friday happy hour cabarets featuring songs, skits, jazz and light entertainment. More news about the festival will be announced as the opening date approaches.



At a standoff? New book may have your problem covered:

Reproduced above is the cover of the UVic Institute for Dispute Resolution's recently published handbook. "It is a valuable publication for the general public, to let them know the range of options they have when they become involved in a dispute and where they can turn for help," says Dinah Stanley, Director of Programs at the Institute. "Ideally, we would like to have a copy of the handbook in every home in the province." The 86-page, coil-bound handbook gives an overview of dispute resolution, discussing various approaches ranging from negotiation to litigation. The second section of the handbook is a directory of British Columbia organizations that provide dispute resolution services. The handbook will make information available to the general public and will serve as a reference guide for organizations that provide referrals to their clients involved in landlord/tenant, workplace, family, human rights, and environmental conflicts. The Institute began distributing 500 copies of *Dispute Resolution and You* in early January to as many groups as possible, including organizations listed in the directory and public libraries. A limited number of copies are available for sale to the public through the Institute at a cost of \$7.95.

Bhatt back in North America

Internationally acclaimed poet at UVic for four months



Bhatt

BY STEPHEN STAMP

Sujata Bhatt finds it natural that her love of science is expressed through her poetry. As the daughter of a specialist in tropical medicine who left India in order to start a department in viral research at Yale University, Bhatt was strongly encouraged to take an interest in science as she grew up.

Now, at UVic, Bhatt is helping students in her "Innovations in 20th century poetry" course discover ways that science, along with art, history, politics, and other aspects of society have influenced poetry in modern times. Bhatt is a Lansdowne Visiting Scholar with UVic's Department of Creative Writing this spring. She and her husband Michael Augustin will read from their poetry Jan. 31 at 1:30 p.m. in room 103 of the Fine Arts

Building as part of the department's "Solos and Duets" reading series.

Bhatt moved to the United States with her family when she was 12. She completed a BA in English and philosophy, with a minor in biology, at Goucher College in Maryland. Goucher is affiliated with Johns Hopkins University, where Bhatt worked during summer holidays as a

laboratory research assistant at the university's renowned medical school.

Of trying to decide whether her future was in science or art, Bhatt says, "I started writing poetry when I was eight. Writing has always been an intrinsic part of my life, something that I think of as natural and essential, such as breathing. It took me a long time to realize that in my heart I am more of a poet than a scientist." But rather than separating art and science, Bhatt's poetry has tended to bring them together. "I get obsessed by a line or an image," she says. Accuracy is important to her as well. When a flower, an animal or part of the human anatomy appears, the facts matter. "If you get the facts wrong in the poem, it doesn't work that well."

An excerpt from "Counting Sheep White Blood Cells," which appears in Bhatt's second collection, *Monkey Shadows* (published in 1991), is an example of the melding of art and science in her poems. "But she had to count / and yet discount the lymphocytes / and leukocytes and the large / erythrocytes getting in the way. / And they were beautiful / strangely rounded flowers, these corpuscles..."

Bhatt, 35, says she is "interested in everything," and her broad interests are reflected in the wide range of topics explored in her poetry. She says that *Monkey Shadows* seems to be darker and

more grim than her first book, *Brunizem* (1988), which included many poems she wrote in her early twenties. "I think 19 or 20 is the most idealistic age," she says. "You just can't think that way when you're 35."

Bhatt's writing has earned her numerous awards, including the 1989 Commonwealth Poetry Prize for Asia, and her poems have appeared in journals in the United States, the United Kingdom, and Germany. Her experience as an instructor includes student teaching while completing her MFA in creative writing with the Writer's Workshop at the University of Iowa and running a creative writing workshop at the Johns Hopkins Community Outreach Program.

She and Augustin live in Germany, where he is a radio editor/producer and a prize-winning journalist and poet. Since the birth of their daughter Jenny, now three years old, Bhatt has been writing at home.

Bhatt and Augustin plan to spend May and June travelling on and around Vancouver Island. "I really love Canada," she says. "I'm happy that we can be here for these six months." As for the UVic campus, Bhatt says, "I enjoy the wilderness and the atmosphere, and I've never been on a campus with a ring before."

Thomas commutes to UVic to lead fiction workshop

BY STEPHEN STAMP

Highly regarded Canadian short story writer and novelist Audrey Thomas is leading two fiction workshops for UVic's Department of Creative Writing this spring. It is the third time she has taught in the department.

Thomas has owned a house on Galiano Island since 1969 and has lived there permanently for the last five or six years. Each Wednesday morning she makes the three-hour bus and ferry trip to the University. Before returning Thursday afternoon she teaches one second-year and one fourth-year workshop and holds office hours for her students to discuss aspects of their fiction that were not dealt with in class.

Thomas led a workshop at UVic in the spring of 1988 and was a full-time faculty member for one year in the late 1970s. "I may have enjoyed it more than any other teaching I've done," she says.

Thomas has taught at UBC, the University of Lethbridge and twice at Concordia University in Montreal. She also has served as writer-in-residence at Simon Fraser University and the University of Ottawa and next spring will be writer-in-residence at the University of Toronto.

Members of the community as well as students are invited to approach writers-in-residence for help, and they are not shy about doing so, Thomas has found. "I think

everybody in Ottawa has written a novel. One day while I was there I had 14 novel manuscripts piled on my desk."

Thomas usually agrees only to one-term positions because of the irony that while being writer-in-residence she finds it impossible to write. "I can do revisions but no visions," she explains.

It is important to Thomas, therefore, to finish a draft of the novel she is currently working on before she goes to Toronto. She sets aside three days a week to work on the novel, which is set in Ghana. She recently visited the country. "I wanted to go back to fix the landscape in my mind.

You think you remember what it was like, but you don't."

Thomas believes that the travelling she does, whether it be to Africa or within Canada, is important to her creativity. "I think writers have to be shaken up every once in a while," she explains. "Academics' writing, even though it may be very good technically, can lose soul because they aren't shaken up."

Thomas also makes sure she is writing more than just the novel. "When working on a novel I write some stories to keep myself sane. Otherwise I feel like I'm never going to finish anything again."

Managing hazardous waste on campus

BY SHOWWEI CHU

What do a hospital, a pulp mill, a car repair shop, and the University have in common? For one thing, they all produce (and have to handle properly and dispose of) hazardous wastes. In its teaching, research, and support services, the University generates a wide variety of hazardous wastes ranging from used needles in Health Services to solvents in Fine Arts to radioactive materials in science labs. Faced with the hundreds of hazardous wastes generated on campus and with equally as many sources producing them, UVic's Waste Management Program is developing and implementing innovative ways to deal with the associated health and environmental concerns.

Since December 1990, in keeping with the increasing number of laws and guidelines pertaining to hazardous wastes, the University has been developing and implementing a comprehensive Waste Management Program under the direction of Waste Management Officer Grant Rogers. "UVic has 'oth a legal and moral obligation," says Rogers, "to ensure that these materials are dealt with in the safest

and most environmentally sound manner."

Until recently, each department on campus was responsible for handling its own hazardous wastes. The new program is more efficient and consistent because it centralizes waste management, removing the tendency to duplicate processes and allowing the University to keep accurate records of the various wastes produced on campus, says Rogers.

The program's main objectives are to dispose of hazardous wastes while minimizing the production of these wastes by informing the university community about the issues and alternatives.

Rogers co-ordinates the handling, transportation, and disposal of the three main types of wastes—biological, chemical and radioactive—to comply with federal, provincial, and municipal laws.

Currently, the safest and most effective way to destroy biological and most solvent waste generated on campus is through incineration, says Rogers. Used needles and non-contaminated biological wastes are shipped directly to UBC for incineration, whereas contaminated biological wastes are sterilized prior to shipment.

Chemical wastes such as cleaning solutions, photographic supplies, and research chemicals are stored in carefully labelled containers and transported to a privately-owned hazardous waste disposal facility in Richmond. Wastes are then separated and bulked together with similar wastes from other generators and treated based on the properties of the various wastes.

The handling and disposal of radioactive materials—which include contaminated paper gloves, plastics and glassware, and aqueous and organic wastes—depend on their half lives. Radioactive wastes having short half lives are stored in a lead-lined decay facility on campus until their radioactivity is considered negligible by Atomic Energy Control Board standards. Radioactive wastes having longer half lives are shipped to an approved long-term underground storage facility.

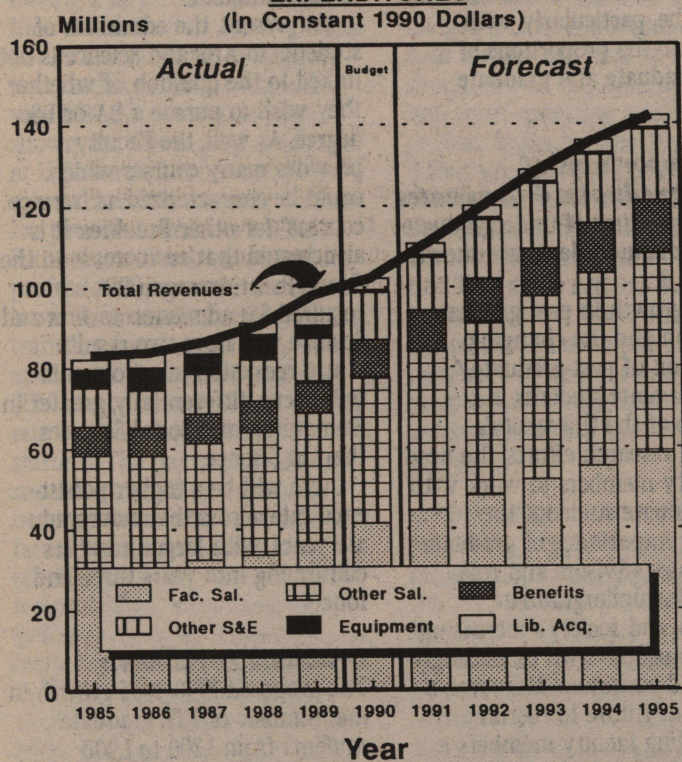
Rogers emphasizes that the key to effective waste management is to implement various hazardous waste minimization strategies including purchasing controls, reuse, and recycling. In conjunction with the Campus Recycling Commit-

tee, the Occupational Health and Safety Department's Waste Management Program is developing a redistillation program for waste solvents generated from the various painting, printing, and duplicating processes on campus. Operating procedures are now being developed for a distillation apparatus, currently in the set-up stage, which was purchased through grants to UVic Vancouver Island Public Interest Research Group from the federal government's Environmental Partners Fund and the provincial government's Multi-Materials Financial Assistance Program. Recycling these materials not only eliminates the costs of disposal, but it reduces the need to purchase new solvents.

Education is playing an increasing role in the Waste Management Program. It is important for people to understand the program so that they can recognize when materials they may be storing in the back of a cupboard fall into the category of hazardous waste and that they can be disposed of through the program, says Rogers.

UNIVERSITY OF VICTORIA FIVE-YEAR PLAN

FIGURE 1
UNIVERSITY OF VICTORIA
EXPENDITURES
(In Constant 1990 Dollars)



Source: Vice-President Finance.

Institutional Analysis
March 25, 1991

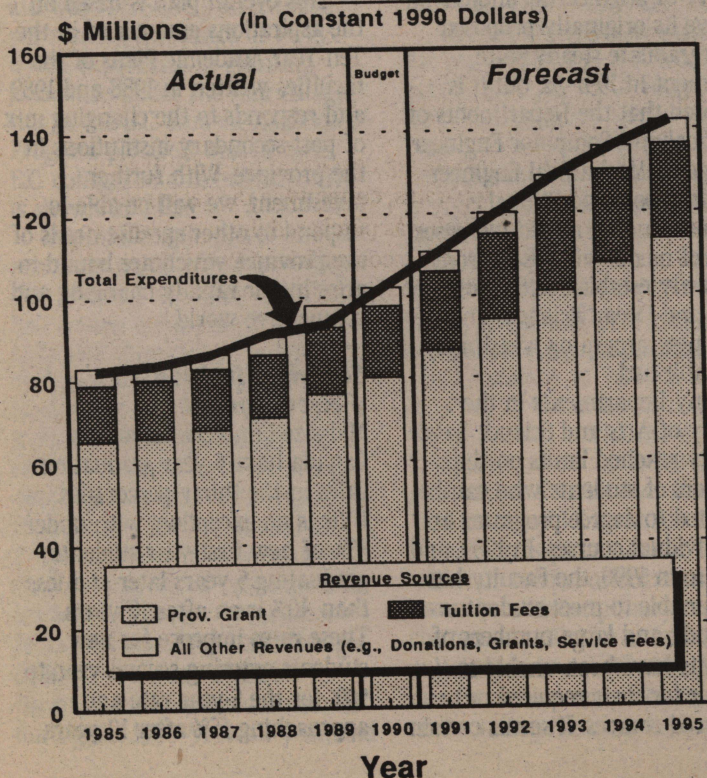
TABLE 1: PROJECTED EXPENDITURES BY CATEGORY FOR THE UVIC
5-YEAR PLAN (\$000)

	1991/92	1992/93	1993/94	1994/95	1995/96
1.	\$2,000	\$1,712	\$1,902	\$599	\$-
2.	1,851	3,028	3,195	2,774	2,608
3.	911	975	1,054	1,141	1,215
4.	394	407	424	442	457
5.	868	915	972	1,034	1,078
6.	57	381	561	738	418
7.	1,562	1,652	496	347	343
8.	996	171	182	-	-
9.	\$8,639	\$9,241	\$8,786	\$7,075	\$6,119
10.	8.5%	8.3%	7.3%	5.5%	4.5%

NOTES:

- School of Business as per original plan filed with the Ministry August 1989, adjusted to 1990/91 dollars.
- Additional faculty and support costs. Represents 160 additional faculty positions over 5 years together with related support staff and non-salary costs, to support program growth (other than the School of Business) and to reduce reliance on part-time and sessional lecturers.
- Built-in salary increment costs for faculty (net after turnover recoveries) of 2%.
- Built-in salary increment costs for other staff (net after turnover recoveries) of 1%.
- Additional amount of 1% of all salaries for such costs as market adjustments, anomalies, pay equity, etc. Increasing faculty salaries by 1% per year for five years should bring UVic's faculty salaries up to the average of UBC and SFU.
- Additional plant maintenance costs at \$4.25 per gross square foot.
- Additional graduate student support, primarily through increased teaching assistant rates of pay.
- Other cost increases, including administrative reorganization costs, increased undergraduate student aid, and maintenance costs related to off-campus space.
- Total expenditure increases in constant 1990/91 \$000s.
- Percentage increase on previous year's expenditure base.

FIGURE 2
UNIVERSITY OF VICTORIA
REVENUES
(In Constant 1990 Dollars)



Source: Vice-President Finance.

Institutional Analysis
March 25, 1991

DEAR COLLEAGUE

This abridged version of the Five-Year Plan that was prepared in early 1991 and submitted to the Ministry of Advanced Education, Training and Technology in November 1991 is published here for your information. Individual components of this document will require consideration and approval by Senate and/or the Board of Governors before implementation. It builds on the 10-year academic plans of the Faculties reviewed by Senate in April 1989 and concentrates on fiscal and physical requirements to achieve the objectives set out in these plans.

Copies of the complete Five-Year Plan, including all figures, tables, and appendices, are available through my office.

David F. Strong
President and Vice Chancellor

EXECUTIVE SUMMARY

The focus of the University of Victoria is a quality education in the liberal arts and sciences, along with professional programs that meet and service the needs of the various communities of British Columbia and Canada. This role has grown from UVic's earliest traditions of community-oriented education. Innovative programs in distance education and co-operative education will continue to build on this base. Graduate studies and research will reflect the skills and intellect of the faculty and will help ensure that the education provided is at the cutting edge of knowledge.

Through the fulfillment of this Five-Year Plan, the University of Victoria aims to achieve its mission by being a principal agent of and contributor to a prosperous, civilized and healthy society. This plan will move us towards becoming recognized and appreciated by our students, staff, faculty and friends as Canada's finest mid-sized university for both teaching and research.

It is first necessary to acknowledge and respond to the fact that the University of Victoria has seen a steady decline in funding since 1980, having lost \$2,500, or 20%, per student. This Five-Year Plan presents a systematic approach to correcting this situation by modest funding increases during the 1991-1996 period. If our funding projections are fulfilled during the 1991-1996 period, the University of Victoria will be able to grow more rapidly thereafter in response to needs generated by both the expanding population of British Columbia and the increasing proportion of that population demanding university education. By the end of 1995 our student enrolment will have increased by 1,135 to 11,355 full-time equivalent (FTE) students, 1,900 of whom will be post-graduates. Immediate growth will be primarily in our new School of Business and our Faculties of Engineering and Education, and increased numbers of post-graduate students in all Faculties. Growth will be tied to excellence, with a rise in standards of admission accompanied by programs for recruitment of top students. We will appoint 160 new faculty members to accommodate these increases, to replace retiring faculty, and to bring UVic's student/professor ratio (currently 20) more in line with the national average of 12.

Particular needs of society will continue to be addressed by all Faculties through both specialist

and interdisciplinary research programs, research chairs and research centres, along with new degree programs and expanded service to the community. We will also continue to expand our programs in co-operative education and extension throughout the University, and with new partners in Canada and abroad.

We will address the need for faculty and staff development and renewal through programs of active recruitment, professional development, equity employment, early retirement, and others. There will be continued attention to students' personal needs, from orientation in first year to academic advising, counselling, financial assistance, recreation and other needs during their time at UVic.

Our physical environment will be maintained and improved through a careful program of campus development, including new graduate and undergraduate student buildings, athletic facilities, residences, and academic and office buildings, with particular attention to such matters as lighting, traffic, security, accessibility and esthetics.

The central aim and guiding principle to accomplish these goals will be quality—the quality of undergraduate and graduate students, faculty, staff, teaching, scholarship, and research, and the provision of quality services to students in the areas of student life, accommodations, financial and academic support. This means ensuring that our undergraduate programs are balanced, creative and exciting. It also means that graduate and professional education are offered only when they can be provided at a high level of excellence. Graduate education and research enhance undergraduate education and the two are therefore linked in a quality learning environment.

THE INVESTMENT

Past Investments

The University of Victoria has been chronically underfunded in comparison to its sister universities in British Columbia. In 1989/90, this shortfall totaled approximately \$4,700,000. We hope that this will be corrected as the result of an investigation just being launched jointly by the Ministry of Advanced Education, Training and Technology and the three universities. Nevertheless, the difficulty is compounded by the steady erosion of our operating revenues, with funding per FTE student having decreased by \$2,500, or 20%, since 1980. This

shortfall must be corrected and the erosion must be halted in order for UVic to fulfil its essential role as a leading centre of teaching, learning, research and economic development.

Future Investments

Our expenditures since 1985, and projected expenditures to 1995, are shown in Figure 1 and Table 1. Although the projected expenditures may seem to increase somewhat rapidly, it can be seen that annual increases on the individual items are modest and that the total expenditure increases decline from only 8.5% in 1991 to only 4.5% in 1995.

Sources of Revenue

Our general purpose operating revenues for the 1990-91 base budget, excluding funding for off-campus programs, come from the following sources: Provincial operating grant, \$80,123,000 (78.4%); credit course fees, \$17,670,000 (17.3%); other fees \$1,816,000 (1.8%); interest income on short-term investments, \$1,230,000 (1.2%); other miscellaneous revenue, \$1,330,000 (1.3%); Total general purpose revenue \$102,169,000.

Our major revenue sources since 1985 are shown in Figure 2, along with projected revenues to 1995. Summaries appear in Table 2. The additional tuition fees are derived from enrolment increases, as well as fee increases of 4.5% per year, over and above the rate of inflation for the first three years of the five-year plan. Such increases will be contingent upon the increases in our operating grant.

The general purpose operating revenues and expenditures in Figures 1 and 2 and Tables 1 and 2 are all stated in 1990/91 dollars. It is assumed that revenues will increase annually at rates necessary to meet the proposed expenditures.

WHAT ARE OUR OBJECTIVES?

The fundamental question which we face is how to maintain quality and excellence in the face of increasing pressures acting against them.

THE ADVANCED EDUCATIONAL ENVIRONMENT

The burgeoning educational needs of British Columbia are well known and documented by the Ministry of Advanced Education, Training and Technology, but it is

TABLE 2: PROJECTED BASE BUDGET REVENUES IN 1990/91 DOLLARS (\$000s)

	1991	1992	1993	1994	1995
Total revenue requirements	110,808	120,049	128,835	135,910	142,029
Credit course fees ¹	19,228	20,634	22,267	22,638	22,990
Other fees, interest income on short-term investments and other miscellaneous revenue ²	4,762	5,110	5,514	5,606	5,693
Provincial operating grant requirements	86,818	94,305	101,054	107,666	113,346
Previous year's provincial grant	80,123	86,818	94,305	101,054	107,666
Annual increase	6,695	7,487	6,649	6,612	5,680
Annual percent increase	8.4%	8.6%	7.2%	6.5%	5.3%

Notes:

1 Basis of credit course fee revenue forecast:

Forecast of enrolment increases		\$ per FTE		
	Undergraduate students	Graduate students	Undergraduate students	Graduate students
91	47	116	\$1,695	\$2,163
92	91	168	1,770	2,260
93	151	180	1,845	2,362
94	45	122	1,845	2,362
95	50	110	1,845	2,362
	384	696		

Credit course fees in \$000s

Increased enrolment		4.5% increase for 3 years	Total increase	Previous year base	Total
Current	Previous				
331	413	814	1,558	17,670	19,228
541	—	865	1,406	19,228	20,634
704	—	929	1,633	20,634	22,267
371	—	—	371	22,267	22,638
352	—	—	352	22,638	22,990

2 Other fees, interest income on short-term investments and other miscellaneous revenues have been increased by the same percentage as the credit course fee revenues.

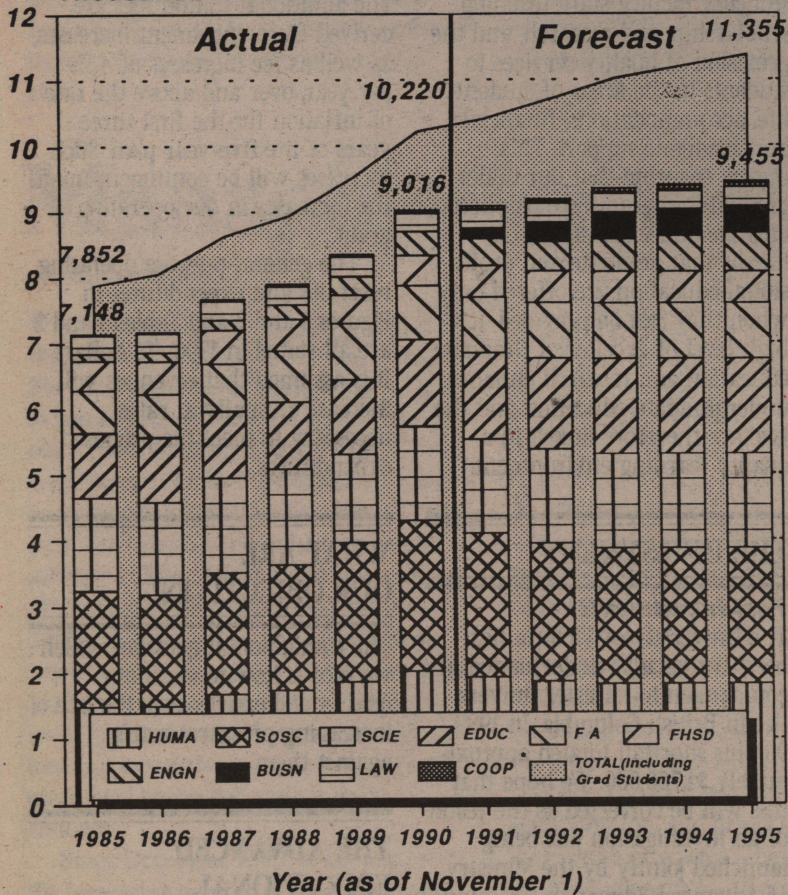
TABLE 3: PROPORTIONS OF UNDERGRADUATES AND GRADUATES The following figures illustrate clear trends and the projected results if these trends are maintained for full-time equivalent (FTE) students for the ten-year period 1985-1995.

	1985		1990		1995	
	FTE	%	FTE	%	FTE	%
Undergraduate	7148	91.0	9016	88.2	9455	83.3
Postgraduate	704	9.0	1204	11.8	1900	16.7
Total	7852	100.0	10220	100.0	11355	100.0
Growth since 1985(%)			30		45	

FIGURE 3

UNIVERSITY OF VICTORIA

November FTE Enrolments by Faculty by Year



Source: Vice-President Academic.
COOP Students on a Fall Work Term.

Institutional Analysis
February 27, 1991

worth emphasizing here why the enrolment pressures at UVic have been increasing:

- Steadily increasing population of British Columbia (migration and immigration into B.C. at more than 1,000 per week);
- Increasing university participation rate of B.C. students, which has yet to catch up to the national average;
- Increasing return of mature students to university for full-time, part-time and post-graduate study, often due to career changes;
- Expanding research requirements by society, in an increasingly complex economy, which demands that an increasing number of post-graduate students be trained;
- UVic occupies a special position in B.C., being the only university on Vancouver Island, and with more than two-thirds of our undergraduates coming from the island and from both urban and rural areas throughout the province.

The following changes, since the University of Victoria was founded in 1963, to 1990, highlight the impact of these pressures.

- Full-time undergraduate enrolment up from 2,375 to 14,036 (FTE=9,016) [FTE=10,649 in 1991];
- Post-graduate enrolment up from 17 to 1,408 [1,646 in 1991];
- Regular full-time faculty up from 109 to 548 [551 in 1991];
- Sessional faculty up from 14 to 285 [218 in 1991];
- Non-academic staff from 265 to 1,585 (including teaching assistants and markers) [1991 figures not available];
- Space (NASM) from 24,807 to 98,503 [104,835 in 1991];
- Research grants from \$37,000 to \$10.24 million [\$15.14 million in 1991].

By any measure, these changes have been dramatic and justify the well-known pride which the people of Greater Victoria and British Columbia take in this university. Nevertheless, the rate of enrolment growth has so outstripped all other factors, especially the number of regular faculty and available space, that quality is eroding and crises are occurring. We must catch up and ensure continued quality.

Fortunately, the changing post-secondary environment of the province does provide us with a window of opportunity to retrieve our former standard without restricting the educational opportunities of British Columbians. There is increasing availability of degree programs (including those of UVic) and student places at community colleges, as well as an additional 2,000 FTE places planned for the new University of Northern British Columbia. These alternative opportunities for students allow us to take steps which ensure UVic's continuing place as a widely recognized leader in teaching, scholarship and research.

OUR ACADEMIC PLAN

In the five years between November 1985 and November 1990 the full-time equivalent number of students (undergraduate and post-graduate) at UVic grew from 7,852 to 10,220, a net increase of 30%. Undergraduate enrolments increased by 26%, while graduate enrolments grew by 71%. By 1995

our total enrolment will have increased by 45% over the 1985 level, even with the cautious approach proposed below. Such changes raise long-standing questions, notably what the ultimate student population of UVic should be, and what the mix should be, particularly with respect to the proportions of undergraduate and graduate students.

The Proportions of Undergraduates & Graduates

The proportions of undergraduate and graduate students are shown in Table 3. The growth in post-graduate education and the changing proportion of post-graduate/undergraduate students is a measure of the University's growing research efforts, the need of faculty members to work with post-graduate students, the growing importance of graduate students as advisors and role models for undergraduate students, and society's increasing need for people with increasingly advanced education. Moreover, a key to our future to recruit outstanding faculty members is manifestly contingent upon the provision of opportunities to work with post-graduate students. In this way too, continuing growth in enrolment at the post-graduate level will be a necessary condition for enhancing the quality of undergraduate programs. UVic considers it important that all its faculty members offer courses in the undergraduate program as well as participate in research and graduate studies.

Undergraduate Enrolments

As illustrated in Figure 3, it is proposed that in the first half of the 1990s there will be little change in the enrolments of most Faculties, as there are already limits on programs in the Faculties of Fine Arts, Human and Social Development, and Law. For most Faculties the absence of existing or projected space to accommodate additional growth is a serious barrier to substantial increases in student numbers before 1996.

The three main undergraduate areas of growth are Business, Engineering and Education. The first class of Bachelor of Commerce degree students, most of whom are presently registered in the Faculty of Arts and Science, will be [were] admitted to the program in the fall of 1991. The Faculty of Engineering should achieve its originally proposed undergraduate steady state enrolment in 1991-92, but it is proposed that the Departments of Electrical and Computer Engineering and of Mechanical Engineering admit some additional students. Undetermined increases in enrolments will result from the newly established School of Earth and Ocean Sciences and other new programs which may be established.

Many Departments in the Faculty of Arts and Science have already reached limits on the numbers of students who can be admitted to degree programs and to individual courses. In 1989, and more so in 1990, the Faculty has been unable to meet student demands, and large numbers of students have been unable to register for their required or preferred courses. It seems certain

that, in the absence of enrolment limitations, the Arts and Science November enrolments would far exceed 6,000 FTE by 1991, and 8,000 by 1995, students which the Faculty has neither the fiscal, the human nor the physical resources to accommodate.

At present, the admission of students to Arts and Science is not linked to the question of whether they wish to pursue a BA or BSc degree. As well, the Faculty provides many courses which could be characterized as "service courses" for other Faculties. It is anticipated that an increase in the Grade Point Average (GPA) required for admission to Arts and Science will have two results:

- any reduction in enrolments will occur differentially, greater in Humanities and Social Sciences than in Science;
- there will be a higher persistence rate across the undergraduate years, with larger numbers continuing into years three and four.

Graduate Enrolments

The proposed 1990-1995 growth in the numbers of FTE graduate students from 1,200 to 1,900 assumes an increasing University-wide commitment to graduate teaching and to the introduction of new graduate programs. The postulated growth in graduate studies will be conditional upon availability of the necessary fiscal resources (including space) for the departments and schools and for the graduate students themselves.

As well as the introduction of new graduate programs, these numbers assume the consolidation of existing graduate programs. In numerical terms, our current resources allow for the most significant growth in the following areas (with projected increases in brackets): *Humanities* (78): English, History, French; *Social Sciences* (83): Geography, Psychology (including Aging), Economics, Anthropology; *Sciences* (119): Earth and Ocean Sciences, Chemistry, Physics and Astronomy, Mathematics, Biology, Biochemistry and Microbiology; *Education* (40): Increase in on-campus Masters programs; *Fine Arts* (47): History in Art, Theatre, Music, Visual Arts; *FHSD* (77): Interdisciplinary Masters; *Engineering* (90): Electrical, Mechanical, Computer Science; *Business* (100): MBA (100 FTE at steady state); *Other* (65): Interdisciplinary (e.g. Environmental Studies).

This overall plan is based on the aspirations enunciated in the Ten-Year Academic Plans of the faculties written in 1988 and 1989 and responds to the changing mix of post-secondary institutions in the province. With further investment, we will be able to respond to other specific needs of the province which are bound to arise in our rapidly changing and competitive world.

Student Attrition & Recruitment

Mid-sized universities across Canada have 5-year graduation rates in the thirty percentiles. UVic is no exception, with under 35% of new first-year students graduating 5 years later and less than 40% even after 10 years. These rates improve for new students entering second year, to 50% for the 5-year rate and approaching 55% after 10 years.

There are several factors which can explain some of this attrition and in some cases these factors reflect UVic's traditional commitment to accessibility. The most important is the student full-time/part-time split. Institutions having a larger number of part-time students show lower graduation rates; UVic's fall 1989 part-time undergraduate component was 40%. Recent studies have shown the 5-year graduation rate at UVic for full-time students approaches 50% whereas the rate for part-time students is 15%. Secondly, universities with more professional programs (which have lower attrition rates) attract transfers from universities with a smaller professional component (UVic has no medical school, and our Business School has just started). The percentage of UVic students who do not graduate includes those who have transferred to and graduated from other institutions. Another factor is accessibility, with the graduation rates of more accessible institutions being lower than those less accessible. UVic has always prided itself on its accessibility and has committed itself to attracting and retaining more aboriginal students and women.

Nevertheless, the question must be asked as to whether the University of Victoria, or indeed the whole advanced educational system, can afford such high attrition rates, either in terms of unfulfilled students or the low returns on the financial investments. We do recognize that even one year of university education is better than none. Nonetheless, we will be making efforts to increase our retention rates. We intend to increase our services to students, for example, by providing a broader perspective in counselling and financial aid. We see this as a basic means of increasing graduation success. The learning environment will also be enhanced to accommodate students from a variety of backgrounds, and our entrance standards will be raised where necessary.

Financial Assistance & Student Fees

An important factor influencing student success is financial aid. In 1989-90, the last year for which data are available, 4,454 (44.2%) full-time students received financial aid through UVic Student Financial Aid Services. The total value of this financial aid was \$19,754,840, an average per student assistance of \$4,435. UVic's experience in granting assistance under the four categories of the B.C. Student Assistance Program parallels that of other B.C. colleges and universities and is shown in Table 4.

Even these amounts are currently inadequate, since 1,048 "B.C. resident" students at UVic had a total unmet need of \$1,029,430 during the 1990-91 Winter Session. The average unmet need was \$2,166 for students with dependents and \$813 for students without dependents. Clearly it is to be hoped that the B.C. Student Assistance Program will be expanded, but students, rightly or not, expect at least some emergency assistance from the University's own budget. Only \$135,000 was available for "Institutionally Funded Bursaries" during the 1990-91 fiscal year, and

another \$135,000 for "Work-Study Positions" for students with demonstrated need.

Such needs will likely increase over our 5-year planning period. While it will be necessary to increase fees in order to allow an increase in the financial aid budget, a close examination of the data shows that such an approach should not be followed in isolation from operating grant increases. It can be seen from Figure 4 that since the 1970s, UVic student fees have been a higher proportion of operating revenues than those of our sister universities. This again reflects our relatively lower operating budget, the correction of which is necessary if we are to avoid imposing a substantially higher percentage of our costs on UVic students.

OUR FACULTY PLAN

Student enrolment has increased by 35% during the last decade, but the number of full-time faculty has increased by only 17%. This overload has been alleviated to some degree by the appointment of temporary lecturers and instructional assistants, but this solution results in extra burdens placed on full-time faculty for such matters as research, graduate student supervision, curriculum development, university committees, etc. We have an unacceptably high student/teacher ratio of 20, 67% above the national average of 12. The small number of new faculty appointments has resulted in an inevitable aging of our faculty profile, the median age now being about 46 years. In order to accelerate recruitment of younger faculty, we have established guidelines under which faculty may take early retirement, but much more effective recruitment measures will be necessary to have the desired impact.

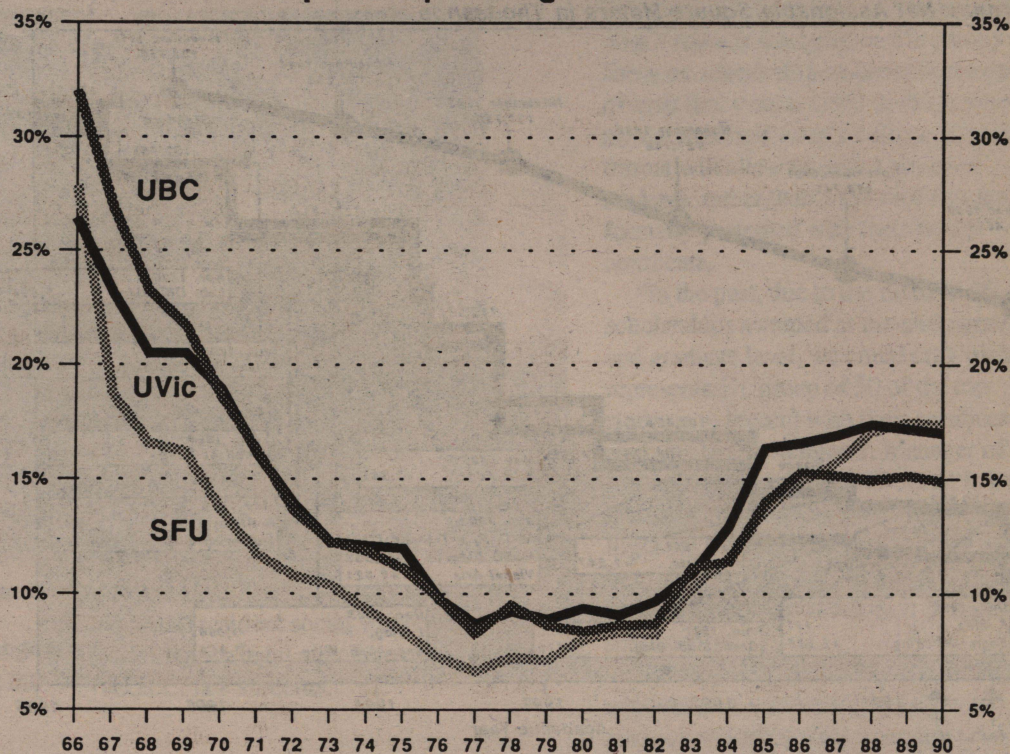
As shown in Figure 5, salaries for UVic faculty have been consistently 5% below the average of B.C.'s other two universities, and their relative ranking has declined from a high of 8th in Canada during 1981/82 to a low of 19th in 1985/86, and is currently 14th. This situation is no longer acceptable if we are to maintain our goals of excellence, and will militate seriously against recruitment of top new faculty. When the anomaly is corrected, UVic salaries can then at least approach the level of our sister universities in British Columbia.

Our faculty renewal plan calls for the addition of 160 new faculty by 1995, 70 of whom will be to replace some of the current part-time lecturers, and 90 new positions to keep up with enrolment growth and to provide new programs.

OUR RESEARCH PLANS

The University of Victoria is home to many of Canada's leading researchers in a wide range of disciplines, as documented in our publication *Research at the University of Victoria*. An extra dimension is prominent at UVic with our unique orientation towards interdisciplinary research concerned with the main social, cultural, and scientific issues of our times, and especially those surrounding the complex interac-

FIGURE 4
Student Fees for Credit Courses as a Percentage
Of Total General Purpose Operating Revenues for B.C. Universities



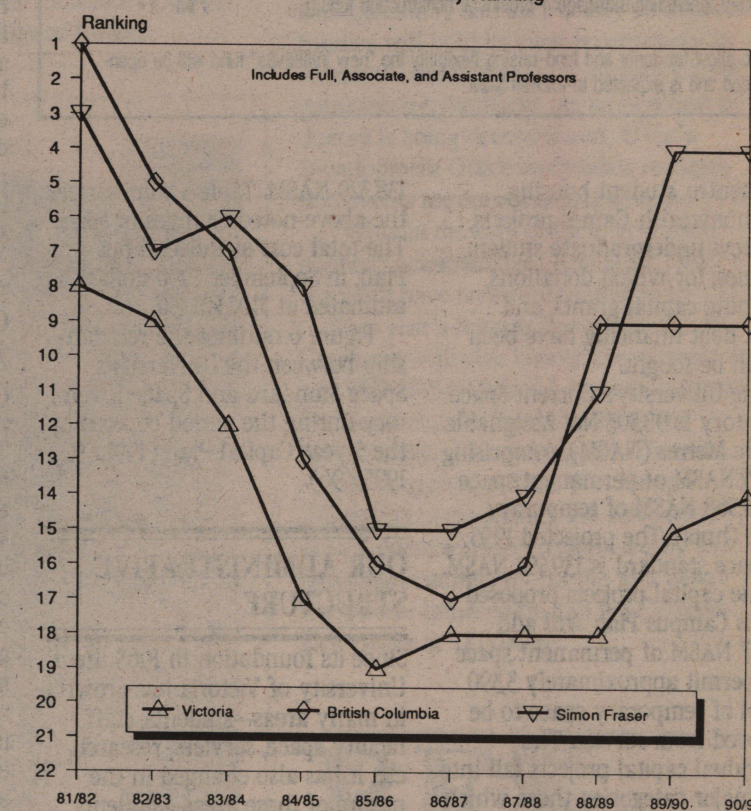
Source: UBC, UVic, and SFU Financial Statements.
Fiscal Year Ending March 31

Institutional Analysis
March 16, 1991

TABLE 4: UVIC'S EXPERIENCE IN GRANTING ASSISTANCE UNDER THE
FOUR CATEGORIES OF THE B.C. STUDENT ASSISTANCE PROGRAM

	Students		Dollars	
Dependent Single Students	27.7%	1,234	22.6%	\$4,464,594
Independent Single Students	54.7%	2,436	57.2%	11,299,768
Married Students	8.9%	396	10.0%	1,975,484
Single Parent Students	8.7%	388	10.2%	2,014,994
Total	100.0%	4,454	100.0%	19,754,840

FIGURE 5
PROFESSORIAL RANKS
90/91 Mean Salary Ranking



Source: Statistics Canada, 1990/91

Institutional Analysis/June 24, 1991

TABLE 5

		NASM	NASM
November 1990 Inventory:	Permanent Space	93,935	
	Temporary Space	+4,568	=98,503
Add:			
I Projects in Progress:	Engineering Office Wing	2,226	
	MacLaurin Phase III	+5,580	=7,806
II Projects in Capital Plan:	Replacement Projects	4,851	
	New Projects	+24,636	=29,487
III Projects Outside Plan:	Grad Students' Centre	416	
	Student Union Expansion	+3,345	
	Athletic/Recreation	+2,162	=5,923
Less:	Temporary Space Removal		-3,390
Equals:	Projected Inventory on completion of Capital Plan:		
	Permanent Space	137,151	
	Temporary Space	+1,178	=138,329

FIGURE 6
UNIVERSITY OF VICTORIA
Space Standard Versus Space Inventory 1990/91 to 1995/96

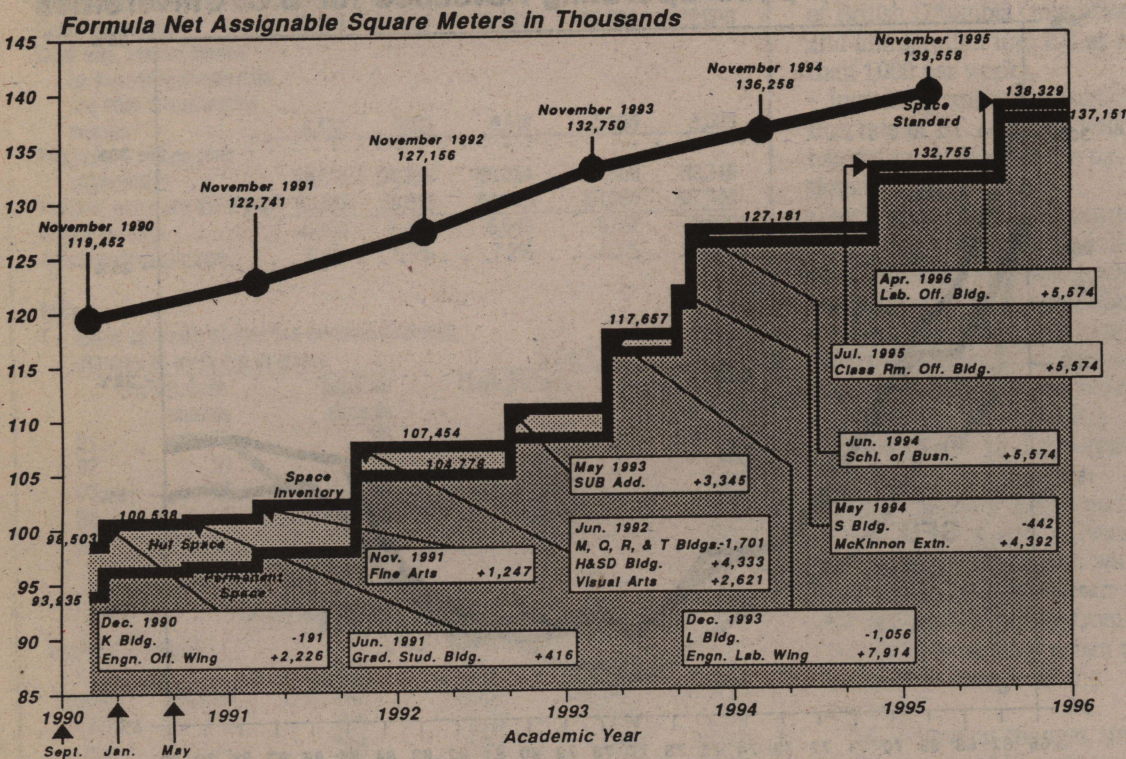


TABLE 6: CAPITAL CAMPAIGN OBJECTIVES

CAPITAL PROJECTS		
Centre for Teaching Innovation	\$5M	for total of \$15M
Centre for Global Studies	8M	24M
Student Residences (2M + 2M matching x3 with mortgage)	12M	
CAPITAL EXPENDITURES		
Library	2M	4M
Equipment	2M	4M
GENERAL ENDOWMENT		
Chairs	6M	12M
Student Aid		
Graduate Student Aid		
*New Initiatives		
SUBTOTAL	25M(+ matching)	50M
TOTAL (including mortgage + provincial construction funds)		71M

*To allow for donor and fund-raising flexibility the "new initiatives" fund will be open-ended and is expected to exceed \$6M.

care centre, student housing, Commonwealth Games projects, and new undergraduate student facilities, for which donations, matching capital grants, and direct debt financing have been or will be sought.

The University's Current Space Inventory is 98,503 Net Assignable Square Metres (NASM), comprising 93,935 NASM of permanent space and 4,568 NASM of temporary space (huts). The projected 1995/96 space standard is 139,558 NASM.

The capital projects proposed in this Campus Plan will add 29,487 NASM of permanent space and permit approximately 3,390 NASM of temporary space to be removed from service. The individual capital projects fall into two major categories: those which primarily replace existing temporary space, and those which add permanent space in support of recently approved and expanding programs.

From funding sources outside this plan, it is expected that by 1995/96 a total of 5,923 NASM will be added in the form of a Graduate Students' Centre of 416 NASM, an addition to the Student Union Building of 3,345 NASM, and a possible addition of Athletics and Recreational facilities as a legacy from the Commonwealth Games of 2,162 NASM.

By 1995/96 the University space inventory is anticipated to comprise 137,151 NASM of permanent space and 1,178 NASM of temporary space for a total

138,329 NASM. Table 5 summarizes the above-noted changes in space. The total cost of this Campus Plan, in September 1990 dollars, is estimated at \$107,501,150.

Figure 6 outlines the relationship between the University's Space Standard and Space Inventory during the period covered by the 5-year Capital Plan (1991/92-1995/96).

OUR ADMINISTRATIVE STRUCTURE

Since its foundation in 1963 the University of Victoria has grown in many areas—students, staff, faculty, space, services, research, etc. It has also changed in the nature of these areas—students (ratios of males/females, full-time/part-time, undergraduate/post-graduate, co-op programs), external demands (extension courses and programs, equity issues, funding requirements, research opportunities, public accountability, strategic planning), and others.

Thus, it is essential to ensure that our administrative structure and procedures are current and effective if this five-year plan is to succeed. Accordingly, Dr. James Ham (former President of the University of Toronto) was engaged to investigate and make recommendations on UVic's administrative structure. In his report he observed, among other things, that "In the face of major

growth in the University, accompanied by difficult financial restraint, the structure has been kept too lean, to the point of having little or no backup capacity... and senior administration tends to become overloaded."

Although a detailed response to Dr. Ham's report is being prepared, it will require the creation of several new positions, as well as the reorganization and reclassification of some existing positions. These changes will be aimed at improving efficiency and effectiveness and addressing the many new needs of the rapidly changing University, including the immediate interests and needs of students (affecting both recruitment and attrition), equity issues, faculty and staff development, athletic and recreation programs, the quality of teaching, research and scholarship.

OUR INNOVATION AND DEVELOPMENT CORPORATION

The University of Victoria has an important role to play in the economic well being of Greater Victoria and British Columbia, and is already making a large, direct contribution as the second largest employer in the Greater Victoria area, with an economic impact now estimated at about \$300 million. We plan to enhance this impact by using our unique and extensive technological and other expertise and resources to develop new and to strengthen existing businesses through the establishment of an Innovation and Development Corporation (I.D.C.).

The Innovation and Development Corporation will be organized and mandated to assist faculty members and employ UVic's institutional capabilities to support the commercialization of knowledge-based activities and projects. A significant proportion of the research in B.C. is carried out at UVic, and the potential for economic benefit and industrial spin-off from this research is substantial. In addition, the resulting cumulative growth of many small-scale knowledge-based enterprises in the community will offer real opportunities

for long-term employment enhancement with no negative environmental or other impacts.

A separate document is being prepared which examines the objectives of the I.D.C., the services it will offer, its organizational structure, space and facilities needs, and financing requirements. Both services required and services rendered will be carefully planned in order to meet the Corporation's major objective, namely: to build UVic's institutional strengths, to provide substantial support and benefits to the University, entrepreneurs and industry, and to make an important contribution to a prosperous future for British Columbia.

At full operating strength, the investment necessary for this undertaking will be about \$10 million annually for operation, and \$2 million for "seed" capital. The University has committed up to \$100,000 per annum for a 5-year period as part of the "seed" capital and the remainder will be sought from external sources.

Construction of new space and furnishings will require an additional \$6 million. These investments will be returned through long-term, value-added benefits derived from joint research and business development efforts. We anticipate that by year 5, the Corporation will be able to support its operations; by year 10 revenue from projected income will begin to provide seed capital for new research and new enterprises.

OUR CAPITAL CAMPAIGN

Although the budget increases projected at the beginning of this report may seem substantial, they will be inadequate, even with correction of our \$4.7 million shortfall, to achieve many of the new initiatives which will be necessary. Accordingly, we are now beginning our Capital Campaign, with the objective of raising \$25 million. We expect to combine an additional \$13 million from regular provincial capital construction funds for a number of projects for a total investment of \$71 million. These projects are identified in Table 6.

CONCLUSIONS

It is essential for UVic to fulfil its role as a leading centre of teaching, learning and service. To do so, the current situation at the University of Victoria, with funding per student (FTE) having decreased by \$2,500 (or 20%) since 1980, has to be redressed. With modest increases over the next five years, it will take that full period to recover from declines of the past.

The University of Victoria must grow in response to needs generated by both the expanding population of British Columbia and the increasing proportion of that population demanding university education. This growth will be primarily in our new School of Business and our Faculties of Engineering and Education, and increased numbers of post-graduate students in all Faculties. Growth in excellence will occur with a rise in standards of admission accompanied by programs for recruitment of top students, as well as increasing efforts to support students during their studies at UVic. By the end of 1995 our student enrolment will have increased by 1,135 to 11,355 FTE students, 1,900 of whom will be post-graduates. We will appoint 160 new faculty to accommodate these increases, to replace retiring faculty, and to bring UVic's student/professor ratio (currently 20/1) more in line with the national average of 12/1.

Particular needs of society will continue to be addressed by all Faculties through both specialist and interdisciplinary research programs, research chairs and research centres, along with new degree programs and expanded service to the community. We will also continue to expand our programs in co-operative education and extension throughout the University, and with new partners in Canada and abroad.

We will address the need for faculty and staff development and renewal through programs of early retirement, active recruitment, professional development, equity employment, and others. There will be continued attention to students' personal needs, including orientation in first year for academic advising, counselling, financial assistance, recreation and other needs during their time at UVic.

Our physical environment will be maintained and improved, through a careful program of campus development, including new graduate and undergraduate student-financed buildings, athletic facilities, self-amortising residences, and academic and office buildings, with particular attention to such matters as lighting, traffic, security, accessibility and esthetics.

We believe that UVic's future will derive from a total commitment to excellence in teaching and research, full participation in the issues and opportunities of our community, and due attention to global community concerns. By the end of this Five-Year Plan, UVic students, staff, faculty and friends will be able to claim it as Canada's finest mid-sized university for both teaching and research.

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Social Work prof appointed lay benchner

Martin supports plain language in the legal profession

Dr. Marjorie Martin (Social Work) is one of three lay benchers appointed to the board of the Law Society of British Columbia (LSBC) by the Ministry of the Attorney General. Martin serves a two-year term effective Jan. 1 along with Ann Howard, executive director of the Elizabeth Fry Society in Prince George, and journalist Jack Webster, who was re-appointed. The board also includes 26 lawyers elected by the Society.

Martin sits on two committees in the Discipline and Complaints branch of the board. The Standing Discipline Committee receives and reviews complaints about B.C. lawyers filed with the LSBC and recommends what action should be taken. Martin is also chair of the Complaints Committee, which hears appeals of complaints that have already gone through the disciplinary process but were not resolved to the satisfaction of the complainant.

"I think the Law Society has been responsible in letting the public know that it is prepared to take complaints and act upon them," Martin says. She believes that

her role with the board is to bring the perspective of the general public to discussions of how lawyers should act and to what standards they should be held.

Martin is interested in emphasizing the use of plain language in the legal profession. Before she came to UVic when the School of Social Work opened in 1976, Martin served as Executive Director of the Social Work Association of B.C. and was a community family worker with the Family Services Association of Vancouver. She says that experiences she had in those positions convinced her that the general public is often at a disadvantage because they can't understand the language used in many professions, including the law.

Martin's professional associations with the legal system go back to 1970, when she



Stephen Stamp photo

Martin

was the resident social worker for a community legal aid clinic operated by U.B.C. law students.

Music student wins national second prize for piano composition "Invention Fantasia"

Glen Halls, a PhD student in composition in the School of Music, has won a second prize in the annual national SOCAN (Society of Composers, Authors and Music Publishers of Canada) competition. His prize was in the solo composition category for composers under 30 years of age for his piano piece "Invention Fantasia," for which he will receive \$1,000. The prize money will help Halls hire performers to produce a recording of some of his music. The submissions are evaluated by a panel of judges including some of the most respected living Canadian composers. In

1989 Halls won in the choral music category.

His winning composition reflects Halls' background in jazz and his interest in twentieth-century twelve-tone composition techniques. "I wrote this for myself," he explains. "I was trying to address, learn, and adapt certain twelve-tone techniques. It is a mix of rigorous, systematized elements and free blowing." The middle section, says Halls, is based on a piano solo of his that he recorded and transcribed. For the competition, he submitted

a tape of himself playing the work as well as the score.

Halls received his undergraduate music education at the University of Alberta and earned his MA here. He has played as a freelance jazz pianist at the Victoria and Vancouver jazz festivals and at various venues in Victoria. Halls recently returned from performing with the UVic Jazz Quintet, which, after winning a Canadian national competition, was invited to play at the International Jazz Educators Conference at the University of Miami.

New awards ceremony planned for February

All top first year students will be recognized

In a departure from past ceremonies, this year's Awards Recognition Ceremony will focus on scholarship students in the midst of their first year at UVic or those who have transferred from a college. The new format will allow an entire group of students, rather than a selected few, to be formally presented with their award certificate.

"In the past, due to the number of scholarships awarded at the undergraduate and graduate level, we could only pick a representative group of 50 of the top students to present with their certificates," explains Helen Kempster, Manager of Ceremonies and Special Events. "It was a hit and miss situation where often top flight students were not recognized, and few, if any, of the invited donors actually saw the student awarded their particular scholarships."

All recipients of the 240 university-administered scholarships eligible to students attending their first year at UVic will be recognized individually. Donors of entrance scholarships will also be invited to the ceremony and reception to be held Feb. 12.

"It's also a welcome to the formal academic university world," added Kempster. "The President, senior administrators and faculty will be in regalia and the students probably won't see that again until they graduate."

The change in the format of the awards ceremony doesn't mean that scholarship students in their upper years at UVic will go unrecognized. Vice-President Academic and Provost Dr. Samuel Scully has requested that UVic's different faculties host their own receptions to honour students. The Faculty of Law has already held its own ceremony and the Faculty of Graduate Studies will hold its awards ceremony in March to coincide with the faculty's 25th Anniversary. Similarly, the recognition of donors is being decentralized. UVic's Development Office undertakes recognition events for donors throughout the year.

"Without the help of these generous donors," acknowledges Kempster, "we wouldn't have an awards ceremony."

This year's Awards Recognition Ceremony will also honour the winners of the 1991 UVic Alumni Association Award for Excellence in Teaching. Prof. Pat Martin Bates (Visual Arts), Dr. Thomas Cleary (English) and Dr. Wu-Sheng Lu (Electrical Engineering) will have their achievement formally recognized by the university community for the first time. For further information call the Ceremonies Office at 721-7446.

RE DUCE USE CYCLE PORT

UVic recycled 95 per cent of last year's phone books during a Buildings and Grounds operation to collect the old directories while distributing the 1992 editions. Janitorial staff report that none of the remaining phone books ended up in UVic's garbage, leading Buildings and Grounds to speculate that books that were not picked up were simply recycled elsewhere. The 1,900 phone books collected by the University were donated to non-profit groups who used them in fund-raising projects.



Aboriginal government students study for certificates

The students pictured above and left are among the second wave of students who, in the fall term, came to UVic to study for a Certificate in the Administration of Aboriginal Governments. The credit program offered by the UVic School of Public Administration consists of eight courses which focus on topics including communicating, organizing and managing in aboriginal governments as well as the legal, political, economic and public policy dimensions of these governments. Managers and administrators within band organizations in British Columbia and Alberta, the students pictured here travelled to Victoria to attend Administration 380, a course focussing on the development of written communication skills. The course particularly emphasizes the principles of initiating and maintaining effective inter-governmental and inter-agency communications, says instructor Michael Cullen (English). "The students taking this course are ambassadors for their people. It is not a course where they feel they are losing their own culture," Cullen says. Students in the program take two courses each semester. At left, Chief Robert Michell discusses a point with Toni Montgomery. Above, Treffrey Yellow Old Woman and Lydia Williams participate in class discussions.

Donna Danylchuk photos



STAS welcomes new staff

By STEPHEN STAMP



Stephen Stamp photo

Lowen (left) and Brooke

Lowen aims to make Employment Centre work for students

Service also available to graduates looking for jobs

Jennifer Lowen is the new manager of UVic's Student Employment Centre. It was run until Sept. of 1991 as a Canada Employment Centre by Employment and Immigration Canada but is now under the auspices of Student and Ancillary Services (STAS).

Lowen, who graduated from UVic with a BA in Social Welfare in 1977, returned to the University on Dec. 16 after almost 10 years with the Western Communities Outreach Employment Society (WCOES), the last eight as its director. During her

graduates are a valuable resource to fill both summer and permanent positions.

As well, Lowen plans to focus on marketing the Employment Centre to UVic's students. She wants to make them aware of what services are available to them and help them realize that they need to become active partners in the search for employment. For students to become active, she adds, they need to learn what times of year employers in their fields usually recruit on campus. For example, school districts in British Columbia listed

"We want to assist students as much as possible to be prepared to do an effective job search, by emphasizing really getting to the job market through more than just looking at job boards and reading the classified ads in the paper."

tenure as director of WCOES it grew from three staff members administering one program to a staff of 12 running five or six programs at a time. "I had a chance at Outreach to be part of an organization that went through a growth spurt," she says. "I see a similar opportunity here in terms of developing and expanding employment services to students."

Jim Griffith, Director of STAS, says that with Lowen's hiring the Student Employment Centre can continue to provide job search, career, and placement services to students and can introduce innovative programs that will better prepare them to find satisfying employment in today's competitive job markets. "Jennifer's experience with local labour market conditions, as well as the contacts she has made with local employers, should prove to be of real benefit to students seeking jobs."

Griffith adds that "the University is looking forward to developing an autonomous employment service for students separate to that formerly run by the federal government, while at the same time we intend to continue a close working relationship."

Lowen sees a chance to take the Centre in new directions. She plans to emphasize the recruitment of employers and help them to recognize that students and recent

all their teacher openings at the Centre in early December, and applications were due early in January. Students need to be aware of such deadlines in time to act upon them.

In order to help as many students as efficiently as possible, Lowen plans to initiate group sessions that will teach students the skills necessary to conduct a successful job search. Using video and role-playing, these sessions will instruct students in resumé preparation, the interview process, and "how to get at the hidden job market—the 85 percent of jobs that are never advertised," Lowen says. "We want to assist students as much as possible to be prepared to do an effective job search by emphasizing really getting to the job market through more than just looking at job boards and reading the classified ads in the paper."

These services will be available to current UVic students and also to graduates who are having difficulty finding jobs. Graduates will be aided by a new program called Job Club, an intensive job search program which Lowen had experience with at WCOES. She believes it can help at UVic as well.

Before she begins to implement new programs, Lowen is "really looking forward to getting to know the University better than I ever have and to finding out the needs of students from all the different departments."

Brooke to co-ordinate Special Student Services

New position created to give special support to International students, Native students and students with disabilities

UVic's more than 650 international, Native, and students with disabilities have somewhere to turn for support.

That is the message that Trish Brooke (Student and Ancillary Services), Coordinator for Special Students' Programs, wants to get across. She started in the newly created position Oct. 1 and is busy identifying the needs and concerns of her constituency, as well as reviewing programs already in place which had been under the direction of David Clode,

tional students are represented by the Association of Foreign and Canadian Students (AFCS). Precise numbers are not available for Native and disabled enrolment because students are not required to identify themselves as belonging to these categories, but membership in the Native Students' Union (NSU) and the Disabled Students' Association (DSA) indicate that each population includes at least 75 students.

Brooke has been meeting with execu-

More people with disabilities are graduating from high school and increased mechanical and human support is making it possible for more of them to go on to post-secondary education.

Associate Director of STAS.

Brooke says that her mission is "to maximize the stay of all these students at UVic. We want to help them make the most of their time on campus." Clode, who will continue to be involved with helping special students, adds, "We want to facilitate the success of these populations by giving them the support they need as they undergo a more profound than usual cultural adjustment."

Jim Griffith, Director of STAS, says, "We needed this position because we want to make the University as hospitable as possible for these special students. We are especially pleased to get Trish for the job because she brings with her a wealth of experience. Her counselling background provides her with a sensitivity for personal issues, which is an essential requirement for the position. Because of her counselling background she is already fully qualified and trained for the position, which enables her to be immediately effective in working with students. She is not only a definite asset to Student and Ancillary Services, she is an asset for the University as a whole."

The need for a new position to support special students became apparent as Clode tried to handle programs for them in addition to his other responsibilities. He notes that the total identified membership in the three categories on campus has more than doubled since he joined STAS for the 1988-89 year, and both he and Brooke expect it to continue to grow. More people with disabilities are graduating from high school and increased mechanical and human support is making it possible for more of them to go on to post-secondary education. With the addition of the School of Business last year, UVic now has four of the five programs that a Canadian Press study indicates are the most popular with foreign students. Also, while the proportional representation of Native students is low across the country, UVic is trying to increase the number of Natives attending the University.

Brooke comes to UVic from the student services office of Bermuda College in Paget, Bermuda, where she spent a total of six years. Sandwiched between two terms in Bermuda was a seven-year period during which Brooke was the International Student Advisor at the University of New Brunswick.

Brooke's first task at UVic is to identify which existing programs special students find useful and what other services they think are necessary. UVic's 510 interna-

tives of the AFCS, the NSU, and the DSA, as well as meeting as many of these students as she can. The information and suggestions she gathers in these meetings will help her to determine what the priorities for Special Student Services should be.

The office administers a variety of programs to help international students adapt to Canada and to life at UVic. Brooke hopes to have in place for the fall of 1992 another program which will match students from a foreign country who have been at UVic for a year or more with new students from the same country. Brooke notes that it can be a difficult adjustment for someone from the interior of B.C. coming to UVic; this program will help students from countries as diverse as Portugal, Singapore, Peru, and St. Vincent and the Grenadines make the more extensive adjustment to a new country and culture.

The Students Helping Students program involves work-study and volunteer helpers aiding disabled students with academic matters. The student helpers read to or take notes for those who can't and perform other services as dictated by an individual's needs. Currently about 55 student helpers are involved in the program and more are always in demand.

A major concern for disabled students is the accessibility of facilities on campus. Brooke has sent a letter concerning access issues to all the disabled students who have been identified. She hopes from the responses to get an indication of what the most pressing issues are and will proceed accordingly.

NSU representatives have indicated that a priority for them is to further develop the Native section of UVic's student orientation program, which gives students a chance to familiarize themselves with the university environment in the summer before they begin studying here. Brooke also believes that STAS needs to liaise with Native students and the broader Native community to find ways of making the transition to a predominantly non-native culture easier.

Ideally, STAS would like to help people learn how they can help themselves, so that they can be successful in coping with the challenges of earning a UVic degree and in their post-university life as well. The appointment of Trish Brooke as Coordinator for Special Students' Programs is a step toward making that goal attainable.



Donna Danylichuk photo

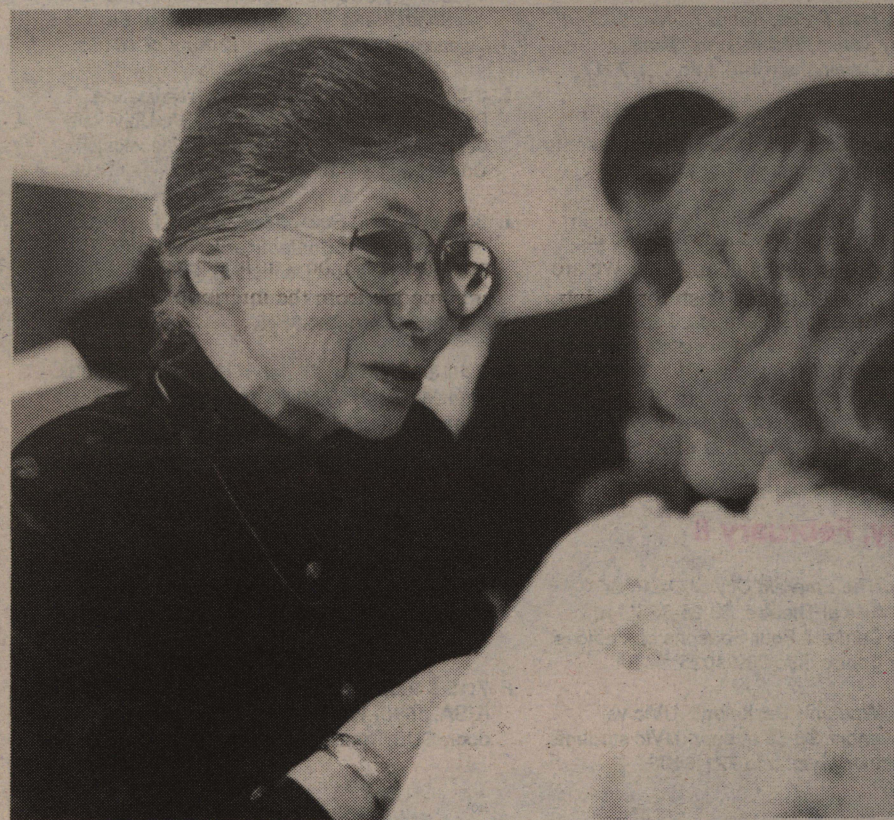
Barbara McCaul, secretary to the Deans of Arts & Science at UVic for 26 years, was honoured at the Fireside Lounge in the Faculty Club on Jan. 14. A large gathering crowded the lounge for the retirement party—including "a lot of has deans" quipped Vice-President Academic Dr. Samuel Scully. Deans of the past and present spoke, praising the work Barbara has done on their behalf over two and one half decades.

Dr. Alfred Fischer, Associate Vice-President Administration, noted that Barbara began working for UVic in 1964, as a clerk in the English Department, for a monthly salary of \$260. She moved to the deans' office in 1966.

"For many years she has supported the work of the deans and protected them from the outside world. She has brought to that office tact and professionalism," said Scully.

Dean of Humanities Edward Berry (English) praised Barbara's work in what he termed "an extraordinarily difficult office to deal with." Berry also praised Barbara's "zest for learning new technologies" and her "zest for all activities in the world outside the deans' office."

Barbara expressed delight at her retirement gift from the assembled gathering—a VCR.



Donna Danylichuk photo

Friends, family and colleagues crowded into the Language Laboratory in the basement of the Clearihue Building early this month to hold a surprise party marking the retirement of Language Centre co-ordinator Mrs. Reidun Anderssen. Mrs. Anderssen's contributions to UVic and her talent for organizing were praised by all who spoke.

Hans Seidel, former director of the Language Centre, told the cheerful gathering that he hired Mrs. Anderssen 22 years ago after reading and re-reading her letter of application: "I am well aware of the complexities and details involved in the language lab position. But, I'm sure that I can do it. I have raised seven children," read the letter. Mrs. Anderssen was hired as language laboratory assistant at \$360 per month.

"I was thoroughly spoiled by Mrs. Anderssen. Whatever I wanted for my classes was always there about five minutes after I asked for it," said Dr. John Greene (French Language and Literature). As well as organizing the Language Laboratory, Mrs. Anderssen contributed design plans which "she marked up at home, logistically," said Peter Liddell (Germanics), noting that Mrs. Anderssen also found time to teach her native tongue, Norwegian, through University Extension.

The name Mrs. Anderssen has often been the cause of "a respectful hush," said Dean of Humanities Edward Berry, who praised Mrs. Anderssen for her "utter unflappability, impeccable professionalism, and civility and graciousness."

A holiday in Norway was presented to Mrs. Anderssen as a retirement gift from her colleagues.

Assistant to director seconded to Personnel from City of Victoria

Maurice Lamb, Deputy Director of Human Resources with the City of Victoria, has joined UVic's Personnel Department as Assistant to the Director for six months on secondment from the City, announces Peter van der Leeden, Director of Personnel.

Lamb has "extensive experience in all aspects of Human Resource management.

He will assist us in a number of areas, with emphasis on labour relations issues, while Philip Reusing is on leave," says van der Leeden. "We are indeed fortunate to have found someone with Maurice's experience and hope we will now be able to clear up a backlog which has developed since last Fall," adds the Personnel Director.

Energy systems taught by Schreyer



Schreyer

Former Governor-General of Canada Ed Schreyer is at UVic for four months to teach a cross-disciplinary graduate course in world energy systems and to work with government energy agencies on the development of alternative energy initiatives. He has been appointed a Distinguished Fellow of the Institute for Integrated Energy Systems University of Victoria (IESVic).

Schreyer was Governor-General from 1979-84. During his tenure as Premier of Manitoba from 1969-77 he also served as Minister of Hydro for seven years. He has since maintained a special interest in energy systems around the world which, along with his expertise in political science and economics, makes him uniquely suited to instruct "Topics in World Energy Systems: Resources, technologies, envi-

ronment, policy options, and geopolitics."

Scott says that he is pleased to have been able to attract someone of Schreyer's calibre to teach the course. Guest lecturers include Scott and Dr. Barry Glickman, who holds the Natural Sciences and Engineering Research Council Industrial Research Chair in Environmental Toxicology. Scott adds that Schreyer's experience in several disciplines is central to the mission of IESVic. "The important problems facing future civilizations are inherently cross-disciplinary," he says. "I think the efforts of UVic through IESVic and other initiatives are an important starting point."

Scott says the course gives students in engineering, geography, the physical sciences, public policy, political science and other areas a chance to begin to interact with others outside their own discipline. He anticipates that the course will be "an enriching and broadening experience" for both students and faculty, and that it will lead to more cross-disciplinary cooperation on campus.

While he is at UVic, in addition to giving seminars and lectures outside of this course Schreyer will likely play a role in developing implementation policies for hydrogen energy systems in the province. Hydrogen energy systems are an important aspect of IESVic's work. Schreyer's visit to campus is timely because the provincial Agency for Hydrogen Systems is temporarily quartered at UVic, making communication between the two organizations simple.

Gazette

The Board of Governors reports the following proceedings from the regular meeting held on 20 January 1992, effective as shown.

New Appointments—Faculty

Hans-Holger Rogner, Ph.D. (Univ. of Karlsruhe), Victoria, appointed Associate Professor, Department of Mechanical Engineering, July 1, 1991 to June 30, 1994.

John A. Barclay, B.S. (Notre Dame), Ph.D. (Calif.-Berkeley), Madison, Wisconsin, appointed Professor, Department of Mechanical Engineering, January 1, 1992.

Francis Y.M. Choy, B.Sc. (Man.), M.Sc., Ph.D. (N. Dakota), Montreal, P.Q., appointed Assistant Professor, Department of Biology, January 1, 1992 to June 30, 1995.

Wolfgang J.R. Hoefer, Ottawa, Ontario, Diplom-Ingenieur, Docteur-Ingenieur (Grenoble), appointed Professor, and NSERC/MPR Teltech Industrial Research Chair, Department of History, July 1, 1992 to June 30, 1993.

Lynne Marks, B.A. (Tor.), M.A. (York), Toronto, Ontario, appointed Visiting Lecturer, Department of History, July 1, 1992 to June 30, 1993.

New Appointments—Administrative and academic professional

Christopher W. Moss, B.Ed. (Brit. Col.), M.Ed.

(UVic), appointed Director, Education Advising Centre, October 1, 1991.

Change in Title

Accounting Services
J.R. Levey, Financial Accountant, to Manager, Pension Administration.

F.W. Marshall, Financial Accountant, to Manager, Financial Accounting Services.

M.A. Griffith, Assistant Accountant, to Payroll Supervisor.

M.A. Gotaas, Financial Assistant, to Budget Officer.

Ceremonies and Special Events Office
Helen Kempster, Administrative Clerk, to Manager of Ceremonies and Special Events.

Personnel Services
Lois K. Jones, Administrative Officer, to Benefits Coordinator/Office Manager.

Mary M. Soles, Personnel Officer, to Coordinator, Employment and Job Evaluation.

Early Retirements and Resignations

A. Bruce Kilpatrick, Information Officer, Public Relations and Information Services, effective 13 December 1991 (resignation).

William Benzie, Professor, Department of English, 30 June 1992 (early retirement).

Strong predicts tight budget

At the Jan. 20 meeting of the Board of Governors, Chair and UVic President David Strong reported on a recent meeting of the Universities Presidents' Council with the provincial Minister of Advanced Education, Training and Technology. Regarding next year's operating budget, Strong told board members that he had received "the impression that the very best we could hope for is an increase of up to three per cent."

Noting that three per cent is below inflation "so is effectively a budget cut," UVic's President said he "didn't come away from the meeting with great optimism."

Dr. Samuel Scully, Vice-President Academic and Provost, who also attended the meeting, told board members that he had received the impression that funding for the new UVic School of Business "will be sustained."

Outcome of Racquet Club purchase unknown

President David Strong reported on the situation surrounding the possible purchase by UVic of the Saint Michael's University School Racquet Club at the Jan. 20 meeting of the Board of Governors.

The situation "seems to change every day," said Strong. It is under "continuous discussion between Saint Michael's and the Hockey Association. It really is a very tense negotiation, and discussion is going back and forth."

"Essentially, the Hockey Association does not want to lose access to the ice rink for the full term of its agreement with SMU up to 1999," Strong said, noting that at this stage the outcome of UVic's possible purchase of the Racquet Club is unknown.

Calendar

All events are free unless otherwise indicated. Submission deadline for the next issue is February 3.

**A Athletics E Exhibitions F Films L Lectures M Music R Recreation
T Theatre W Workshops & Conferences O Other**

Continuing

O *Legal Information Clinic.* A free service provided by UVic law students. Drop-in clinic hours are Tuesdays 11:30 - 1:30 p.m. and Wednesdays 5:00 to 7:00 p.m. Begbie 125.

O *4:00 p.m. Islamic Teaching Series.* Last Sunday of every month. Interfaith Chapel, University of Victoria.

Monday, January 27

L *12:00 p.m. Seismic Refraction of Southwest B.C.* Nancy McLean. (School of Earth & Ocean Sciences). E-Hut 132. Info 721-6188.

F *7:15 & 9:00 p.m. The Times of Harvey Milk* (USA, 1984) Robert Epstein. \$3.50-\$5.75 at door. SUB Theatre. Info 721-8364.

Tuesday, January 28

E *8:00 a.m. Art Education Faculty.* To February 17. McPherson Library Gallery. McPherson Library. Info 721-8298.

L *2:30 p.m. The Concept of Terra Nullius in Australian History and Jurisprudence.* Dr. Henry Reynolds, James Cook University, Australia. Lansdowne Lecture. (History). Clearihue A307. Info 721-7382.

F *7:15 & 9:10 p.m. Manhattan* (USA, 1979) Woody Allen. \$3.50-\$5.75 at door. SUB Theatre. Info 721-8364.

Wednesday, January 29

F *7:15 & 9:00 p.m. An Imaginary Tale* (Canada, 1990) André Forcier. \$3.50-\$5.75 at door. SUB Theatre. Info 721-8364.

L *7:30 p.m. Australia's Continuing Search for Identity.* Dr. Henry Reynolds, James Cook University, Australia. Lansdowne Lecture. (History). Clearihue A311. Info 721-7382.

L *8:15 p.m. Exploring the Past-The New Archaeology on the Island of Lesbos.* Dr. E. Hector Williams, Department of Classics, UBC. (University Extension Association). \$2 at door, students free. Begbie 159. Info 592-5509.

Thursday, January 30

W *4:30 p.m. Classroom Management With Adult Students of English as a Second Language.* Carol Turner, Camosun College. (Linguistics & Division of University Extension). Clearihue A201. Info 721-7424.

F *7:15 & 9:00 p.m. I Will Make No More Boring Art* (Canada, 1988) William MacGillivray. \$3.50-\$5.75 at door. SUB Theatre. Info 721-8364.

L *8:00 p.m. Balancing Work and Family Life: North American Dilemmas of the 1990s.* Dr. Sandra Scarr, University of Virginia. Women Scholars Lecture. Begbie 159. Info 721-7378.

Friday, January 31

M *12:30 p.m. Fridaymusic.* School of Music students perform works for various instruments. Phillip T. Young Recital Hall. Info 721-7903.

O *1:30 p.m. Poetry Reading.* Poets Sujata Bhatt and Michael Augustin will read. (Creative Writing & English). FIA 103. Info 721-7311.

F *2:30 & 7:00 & 9:30 p.m. The Fisher King* (USA, 1991) Terry Gilliam. \$3.50-\$5.75 at door. SUB Theatre. Info 721-8364.

L *3:00 p.m. The Paleocology of Rising Timberlines and Falling Lakes - an Early Holocene Analogue for the Future Climate in Western Canada.* Dr. R. Matthews, Simon Fraser University. (Biology). Cunningham 146. Info 721-7117.

A *6:00 p.m. Women's Volleyball.* UVic vs Saskatchewan. \$3-\$5 at door, UVic students free. McKinnon Gym. Info 721-8406.

M *8:00 p.m. University of Victoria Orchestra.* Concerto Concert. George Corwin, conductor. \$5-\$7 at University Centre and School of Music box offices. University Centre Auditorium. Info 721-7903.

A *8:15 p.m. Men's Volleyball.* UVic vs Saskatchewan. \$3-\$5 at door, UVic students free. McKinnon Gym. Info 721-8406.

M *9:00 p.m. Felicita's Weekends.* Northern Junk. Playing a folkie blend of danceable originals. \$3-\$4 at door. Felicita's Lounge, SUB. Info 721-8364.

F *12:00 a.m. The People Under the Stairs* (USA, 1991) Wes Craven. \$3.50-\$5.75 at door. SUB Theatre. Info 721-8364.

Saturday, February 1

A *6:00 p.m. Women's Volleyball.* UVic vs Saskatchewan. \$3-\$5 at door, UVic students free. McKinnon Gym. Info 721-8406.

F *7:00 & 9:30 p.m. The Fisher King* (USA, 1991) Terry Gilliam. \$3.50-\$5.75 at door. SUB Theatre. Info 721-8364.

M *8:00 p.m. Harmoniemusik.* Faculty Chamber Music Series. Zephyr woodwind octet. \$8 at University Centre and School of Music box offices. Phillip T. Young Recital Hall. Info 721-7903.

M *8:00 p.m. Palm Court Orchestra.* Featuring the Conenti and Linden singers. \$6.50-\$14.50 at University Centre box office. University Centre Auditorium.

A *8:15 p.m. Men's Volleyball.* UVic vs Saskatchewan. \$3-\$5 at door, UVic students free. McKinnon Gym. Info 721-8406.

M *9:00 p.m. Felicita's Weekends.* Northern Junk. Playing a folkie blend of danceable originals. \$3-\$4 at door. Felicita's Lounge, SUB. Info 721-8364.

F *12:00 a.m. The People Under the Stairs* (USA, 1991) Wes Craven. \$3.50-\$5.75 at door. SUB Theatre. Info 721-8364.

Sunday, February 2

E *10:00 a.m. Pierre Elliott Trudeau. A Portrait for the Nation by Myfanwy Spencer Pavelic.* To March 1. Maltwood Art Museum and Gallery. University Centre. Info 721-8298.

M *2:30 p.m. Faculty Recital.* May-Ling Kwok, piano. \$6 at University Centre and School of Music box offices. Phillip T. Young Recital Hall. Info 721-7903.

M *2:30 p.m. 18th Century Classics III.* du Maurier Arts Ltd. Glen Fast, conductor. \$17 at University Centre box office. University Centre Auditorium. Info 385-9771.

F *7:15 & 9:00 p.m. Au Clair de la Lune* (Canada, 1982) André Forcier. \$3.50-\$5.75 at door. SUB Theatre. Info 721-8364.

Monday, February 3

L *12:00 p.m. Marine Seismics in the Tofino Basin.* Tianson Yuan. (School of Earth & Ocean Sciences). E-Hut 132. Info 721-6188.

L *3:30 p.m. Electromagnetic Exploration of a Mid-Ocean Ridge: Recent Results and Future Prospects.* Dr. Martyn Unsworth, UBC. (School of Earth and Ocean Sciences). Elliott 061. Info 721-8848.

F *7:00 & 9:30 p.m. Vincent and Theo* (France/GB, 1990) Robert Altman. \$3.50-\$5.75 at door. SUB Theatre. Info 721-8364.

M *8:00 p.m. 18th Century Classics III.* du Maurier Arts Ltd. Glen Fast, conductor. \$17 at University Centre box office. University Centre Auditorium. Info 385-9771.

Tuesday, February 4

F *7:15 & 9:00 p.m. Stardust Memories* (USA, 1980) Woody Allen. \$3.50-\$5.75 at door. SUB Theatre. Info 721-8364.

L *7:30 p.m. Attachment Formation: An Essential Ingredient in Human Relations.* Dr. Henry Maier, University of Washington. Lansdowne Lecture. (Child & Youth Care). Begbie 152. Info 721-7979.

Wednesday, February 5

F *7:00 & 9:20 p.m. Jesus of Montreal* \$3.50-\$5.75 at door. SUB Theatre. Info 721-8364.

M *9:00 p.m. Subculture.* Show Biz Giants. Felicita's Lounge, SUB. Info 721-8364.

Thursday, February 6

F *7:10 & 9:20 p.m. Bethune: The Making of a Hero.* \$3.50-\$5.75 at door. SUB Theatre. Info 721-8364.

L *11:30 a.m. Theatrical Investigation of Organic Reactions.* Dr. K. N. Houk, University of California. (Chemistry). Elliott 160. Info 721-7152.

W *4:30 p.m. Getting Output: Motivating Student Talk a Participatory Workshop.* Jamie Baird, Camosun College. (Linguistics & Division of University Extension). Clearihue A201. Info 721-7424.

M *8:00 p.m. 20th Century Spectrum Concert I.* Petro-Canada. Glen Fast, conductor. \$10 at University Centre box office. University Centre Auditorium. Info 385-9771.

Friday, February 7

M *12:30 p.m. Fridaymusic.* School of Music students perform works for woodwinds. Phillip T. Young Recital Hall. Info 721-7903.

F *2:30 & 7:10 & 9:20 p.m. Dead Again* (USA, 1991) Kenneth Branagh. \$3.50-\$5.75 at door. SUB Theatre. Info 721-8364.

L *3:00 p.m. How Beroe, Keeps its Mouth Shut!* Dr. Sidney Tamm, Woods Hole, Mass. (Biology). Cunningham 146. Info 721-7117.

A *6:30 p.m. Women's Basketball.* UVic vs British Columbia. \$3-\$5 at door, UVic students free. McKinnon Gym. Info 721-8406.

A *8:15 p.m. Men's Basketball.* UVic vs British Columbia. \$3-\$5 at door, UVic students free. McKinnon Gym. Info 721-8406.

M *9:00 p.m. Felicita's Weekends.* The Sweaters (with BUM). \$3-\$4 at door. Felicita's Lounge, SUB. Info 721-8364.

F *11:30 p.m. Drugstore Cowboy* (USA, 1989) Gus Van Sant. \$3.50-\$5.75 at door. SUB Theatre. Info 721-8364.

Saturday, February 8

M *2:00 p.m. The Emerald City of Oz.* Four Seasons Musical Theatre. \$3.25-\$3.75 at University Centre & Four Seasons box offices. University Centre. Info 389-1025.

A *6:30 p.m. Women's Basketball.* UVic vs British Columbia. \$3-\$5 at door, UVic students free. McKinnon Gym. Info 721-8406.

Ringers

Robie Liscomb (Public Relations and Information Services) has been elected to the Board of Directors of the Metchosin International Summer School of the Arts (MISSA). Each summer, the school offers a two-week program of workshops and classes led by leading artists and held at Lester B. Pearson College of the Pacific on Pedder Bay. Liscomb will be responsible for producing the MISSA newsletter and program brochure.

Dr. Bruce L. Howe, Acting Dean of Graduate Studies, visited the People's Republic of China in October as part of a delegation of deans of graduate schools. While visiting educational institutions and agencies in Gansu, Shaanxi, and Xinjiang—provinces rarely included on official trips—the delegation was greeted by provincial governors or vice-governors. In Beijing, they met Wan Li, Chair of the Standing Committee of the National People's Congress, an event well covered by the Chinese media.

Dean of Education **Dr. Robert Fowler**, Professor Emeritus **Dr. Ted Owen**, and **Dr. John Jackson**, Associate Vice-President Research, were invited to participate in East China Normal University's 40th anniversary celebrations in Shanghai in October. Jackson spoke on behalf of UVic at the celebrations and all three presented papers with four ECNU colleagues at a seminar in the Canadian Studies Centre, held as part of the anniversary activities.

F *7:10 & 9:20 p.m. Dead Again* (USA, 1991) Kenneth Branagh. \$3.50-\$5.75 at door. SUB Theatre. Info 721-8364.

O *8:00 p.m. Law Skit Night.* \$5 in advance, \$6 at the door. University Centre Auditorium.

A *8:15 p.m. Men's Basketball.* UVic vs British Columbia. \$3-\$5 at door, UVic students free. McKinnon Gym. Info 721-8406.

M *9:00 p.m. Felicita's Weekends.* The Sweaters (with BUM). \$3-\$4 at door. Felicita's Lounge, SUB. Info 721-8364.

F *11:30 p.m. Drugstore Cowboy* (USA, 1989) Gus Van Sant. \$3.50-\$5.75 at door. SUB Theatre. Info 721-8364.

Sunday, February 9

M *2:00 p.m. The Emerald City of Oz.* Four Seasons Musical Theatre. \$3.25-\$3.75 at University Centre & Four Seasons box offices. University Centre. Info 389-1025.

F *7:10 & 9:15 p.m. The Adventures of Faustus Bidgood* (Canada, 1986) Michael and Andy Jones. \$3.50-\$5.75 at door. SUB Theatre. Info 721-8364.

Monday, February 10

L *12:00 p.m. Paleomagnetism of Three Quaternary Sediment Sequences in Alberta & Montana.* Maria T. Cioppa. (School of Earth & Ocean Sciences). E-Hut 132. Info 721-6188.

L *3:30 p.m. The Meaning of Christianisation.* Professor Averil M. Cameron, FBA. University of London. Lansdowne Lecture. (Classics). Cornett B112. Info 721-8514.

L *3:30 p.m. The Role of Sediment Transport in the Dispersal of Contaminants.* Dr. Patrick McLaren, GeoSea Consulting, Fulford Harbour. (School of Earth & Ocean Sciences). Elliott 061. Info 721-8848.

F *7:10 & 9:10 p.m. Matter of Heart* (USA, 1983) Mark Whitney. \$3.50-\$5.75 at door. SUB Theatre. Info 721-8364.

Tuesday, February 11

L *3:30 p.m. Women and Private Life.* Professor Averil M. Cameron, FBA. University of London. Lansdowne Lecture. (Classics). MacLaurin A114, David Lam Auditorium. Info 721-8514.

F *7:15 & 9:00 p.m. The Purple Rose of Cairo* (USA, 1985) Woody Allen. \$3.50-\$5.75 at door. SUB Theatre. Info 721-8364.

Dr. Ralph W. Huenemann, Director of the Centre for Asia-Pacific Initiatives, attended, on behalf of the Asia-Pacific Foundation, the Northeast Asia Experts' Meeting on Co-operation in Transportation, Telecommunication, and Tourism hosted by the Mongolian Academy of Sciences in Ulaanbaatar, Mongolia, in October. In November, he represented the Institute for Research on Public Policy at discussions on a program of joint economic research in Beijing.

Judy Somers, University Extension distance education specialist, has won a Commonwealth Trust Bursary. She will spend three months in Britain, based in London, where she will study at the Open University, a world leader in distance education. The bursary stipulates that its recipient also learn about the British way of life, so Somers will also travel around Britain and attend special events including a garden party at Buckingham Palace. Somers leaves Victoria in April and will return to UVic in late July.

Correction

In the *Research Bulletin* published in the Jan. 13 issue of *The Ring*, **Les Peake** (Physical Education) was inadvertently omitted as co-inventor, with Dr. Adam Zielinski (Electrical and Computer Engineering), of the electronic guidance system for the visually impaired, in the listing of UVic technology available for licensing.